

# Navy Personnel Research, Studies, and Technology Division Bureau of Naval Personnel (NPRST/PERS-1)

Millington, TN 38055-1000

NPRST-TN-07-7 May 2007

## Navy-wide Personnel Survey (NPS) 2005: Tabulated Results

Kimberly P. Whittam, Ph.D.

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May 2007

# **Navy-wide Personnel Survey (NPS) 2005: Tabulated Results**

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<b>REPORT DOCUMENTATION PAGE</b>					<i>Form Approved OMB No. 0704-0188</i>	
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## Foreword

The Navy-wide Personnel Survey (NPS) is a major product of the Navy-wide Survey Program (NWSP). Administered regularly by the Navy Personnel Research, Studies, and Technology (NPRST) Division of the Bureau of Naval Personnel (BUPERS), the NPS focuses on such topics as: Sailor demographics, leadership satisfaction, organizational commitment, performance evaluations, morale, detailing, assignments, job characteristics, job satisfaction, career development, availability of resources, gender integration, and overall satisfaction with Navy life. This information provides valuable metrics to senior leadership and program managers that assist in the evaluation of Navy quality of service, and current Navy personnel policies and programs.

The 2005 NPS was conducted under the sponsorship of the Chief of Naval Personnel (N1) within the NWSP funding line. That funding line is currently managed by the N1 Modeling and Analysis Branch (N104) of BUPERS. Data collection began in March 2005 and concluded in June 2005. An initial results briefing was prepared in July 2005, and the results of the survey were briefed to Chief of Naval Personnel and the Master Chief Petty Officer of the Navy in September 2005.

This report contains statistical tables of survey responses from officers and enlisted Sailors by paygroup, majority-minority status, and gender. Any questions regarding this report should be directed to the NPS Project Director, Dr. Kimberly Whittam, [kimberly.whittam@navy.mil](mailto:kimberly.whittam@navy.mil), (901) 874-2321 or DSN 882-2321.

DAVID L. ALDERTON, Ph.D.  
Director





## Summary

Since 1990, the Navy-wide Personnel Survey (NPS) has provided Navy leadership with scientific survey metrics on topics such as: Sailor demographics, leadership satisfaction, organizational commitment, performance evaluations, morale, detailing, assignments, job characteristics, job satisfaction, career development, availability of resources, gender integration, and overall satisfaction with Navy life. The 2005 NPS was conducted between March and June 2005. The NPS was administered to a random sample of 16,417 active-duty officers and enlisted Sailors via the Internet. This was the first administration of this survey completely on the Web. Overall, the weighted response rate was 37 percent. Results were statistically weighted to allow for generalization of the findings to the entire Navy population. The tabulated results for the 2005 survey are presented in this report.



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## Introduction

The Navy-wide Personnel Survey (NPS) provides a systematic method of collecting scientifically-based survey metrics on the attitudes and opinions of Sailors throughout the Fleet. The NPS focuses on assessing issues related to Quality of Work Life (e.g., job satisfaction, morale, organizational commitment, career intentions, career development, etc.). The metrics collected enable Navy leadership to set priorities and target policy initiatives to the needs and concerns of Sailors. Ultimately, this survey provides information that will assist the Navy in recruiting, training, developing, and retaining the best, brightest, and highest-quality Sailors as part of the “Strategy for our People” initiatives.

## Background and Purpose

In 1989 the Chief of Naval Personnel instituted the Navy Personnel Survey System (NPSS) as a means of collecting and organizing information regarding the needs, attitudes, and opinions of Sailors. Recently, the NPSS name has been changed to Navy-wide Survey Program (NWSP). The Navy-wide Personnel Survey (NPS) began in 1990 as the first survey product of the NPSS/NWSP and was designed to measure the attitudes and opinions of Sailors regarding a variety of issues important to Navy leadership. The NPS is administered to a representative cross-section of the Navy and creates a data-based “portrait” of Sailors through the collection and analysis of survey data and demographic information. The NPS also provides a vehicle for Navy leadership to assess major policies, programs, and current issues affecting Sailors’ satisfaction with the Navy. In 2000, the NPS was reengineered to focus more specifically on the most relevant long-term indicators for Navy leadership on such topics as job satisfaction, leadership, morale, career intentions, and detailing (i.e., distribution of Navy personnel) and less-so on “hot-button” issues of the moment.

While changes have been made throughout the history of the NPS, a number of core items in key areas (e.g., job satisfaction, career intentions, etc.) have remained so that long-term trends can be assessed. The 2005 NPS continues the work of previous administrations of the NPS in assessing these core issues affecting the Navy’s active-duty force. Overall, the NPS addresses major areas of Sailor life, including Sailor demographics, leadership satisfaction, organizational commitment, performance evaluations, morale, detailing, assignments, job characteristics, job satisfaction, career development, availability of resources, gender integration, and overall satisfaction with the Navy. In addition, new items were added to assess areas related to the Navy’s proposed and future personnel changes. These items covered communication, Navy image, fairness, and future/job security.

## Methods

### Approach to Sampling and Weighting

The 2005 NPS was administered on the Internet to a stratified random sample of 16,417 active-duty officers and enlisted Sailors starting at the end of March 2005 (for a copy of the survey and other contact materials see Appendix A). Completed questionnaires were accepted through June 20, 2005.

The sample for the survey was drawn during February 2005 from a sampling frame ( $n = 325,791$ ). This sampling frame represents individuals in the Navy, in stable locations, who were accessible for data collection. The sampling represented approximately 5 percent of the total enlisted population and 7 percent of the total officer population (see Appendix B, Table B-1). Sailors with a paygrade of E-1 were excluded from the sample due to the fact that this designation is typically only used when Sailors are in their basic training at the Naval Recruit Training Center Great Lakes. Their lack of experience and the difficulty in reaching adequate numbers of Sailors at this level were the justification for this exclusion. This exclusion is typical of other large-scale Navy-wide personnel surveys.

Initial notification letters were mailed to sample members in mid-March 2005. The first reminder letter was mailed to the entire sample in late April 2005, followed by a second reminder letter in May 2005. A final reminder letter was sent at the start of June 2005. A total of 3,610 useable surveys were returned, resulting in an unweighted response rate of 26 percent (see Appendix B). Because the sampling plan oversamples junior enlisted Sailors due to their historically low response rate, the unweighted response rate is negatively influenced by their low response rate. To better estimate the response rate that would have been achieved if all Navy Sailors in the population were invited to participate a weighted response rate was calculated. The weighted response rate for the 2005 NPS was 37 percent. All response rates were calculated using the American Association for Public Opinion Research (AAPOR) standard formulas.<sup>1</sup>

Sailors were sampled randomly in proportion to the size of their group within the population for each level of paygrade (E-2 to E-3, E-4 to E-6, E-7 to E-9, W-2 to W-4, O-1 to O-3, and O-4 to O-7), gender (male, female), and Minority status (Majority, Minority; see Appendix B, Table B-2). As with the 2003 NPS, the sample was drawn taking into account previous response rates, desired margin of error, and shared characteristics across the sample subgroups to arrive at an optimized sample using the Sample Planning Tool.<sup>2</sup>

To ensure that the survey results accurately reflect the opinions of Sailors throughout the Navy, the data were weighted to be reflective of the large Navy population. Weighting is commonly used in civilian, government, and military survey research as a means of increasing the accuracy of estimates of target population

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<sup>1</sup> The American Association for Public Opinion Research (2000). *Standard Definitions: Final Dispositions of Case Codes and Outcome Rates for Surveys*. Lenexa, KS: AAPOR.

<sup>2</sup> Kavee, J. D. & Mason, R. E. (2001). *Status of the Armed Services Surveys Sample Planning Tool*. Arlington, VA: Defense Manpower Data Center.

attitudes and opinions by adjusting the overall proportions to match known population characteristics. Some categories with smaller populations are over-represented in the sample, while others are under-represented; weighting is a way to adjust for these over- or under-representations.

The characteristics used in weighting included paygrade group, Race/Ethnic status (Majority/Minority), and gender. This combination of variables created a total of 24 strata (see Appendix B, Table B-1). Weights were calculated by dividing the total number of units within the strata of the population frame by the number of valid returned surveys within the same strata. For example, if 32,526 individuals exist in the sampling frame for the strata consisting of E-2 to E-3, male, Majority Sailors and 377 valid surveys are returned for that strata, the weight is equal to 32,526/377 or 86.276. The weights were entered into the survey data file and applied to all analyses using the WEIGHT function in SPSS version 11.5.

## How to Read Statistical Tables

The information contained in each statistical table is described in Figure 1. The key provided below provides further clarification:

1. Title of table (survey question by demographic group)
2. Survey question
3. Category of question response options
4. Demographic group by which responses are reported
5. Percentage of column respondents selecting question option
6. Percentage of total respondents selecting that question option

1 →

**IN THE PAST 12 MONTHS, HOW MANY HOURS DID YOU WORK IN A TYPICAL WEEK? \* PAYGRP**  
Crosstabulation

% within PAYGRP

2 →

		PAYGRP			
		E-2 to E-3	E-4 to E-6	E-7 to E-9	Total
3 → IN THE PAST 12 MONTHS, HOW MANY HOURS DID YOU WORK IN A TYPICAL WEEK?	40 hours or less	11.5%	10.3%	10.8%	10.6%
	41-50 hours	34.0%	35.8%	33.7%	35.2%
	51-60 hours	22.9%	27.3%	30.3%	26.7%
	61-70 hours	14.7%	11.8%	12.6%	12.6%
	71-80 hours	6.9%	7.3%	7.2%	7.2%
	81 or more hours	10.0%	7.5%	5.3%	7.8%
Total		100.0%	100.0%	100.0%	100.0%

4 →

5 →

6 →

**Figure 1. Statistical table for Question 66A “In the past 12 months, how many hours did you work in a typical week?” according to enlisted paygroup.**

## Organization of Report

The sequence of statistical tables in this report corresponds to the sequence of questions in the 2005 NPS. Results for officers and enlisted Sailors are presented in the CD that accompanies this report. Questions were broken out by paygrade, Race, and gender<sup>3</sup>.

Appendix A contains copies of the 2005 NPS survey notification letters, reminder letters, and survey questions.

Appendix B contains a description of the sampling and weighting procedures used in the survey.

Appendix C contains instructions on the procedures used to access the report and statistical tables found on the 2005 NPS CD.

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<sup>3</sup> There were 5 questions regarding Enlisted Detailing that were only asked of Enlisted Sailors. Those questions were questions number 48 through 52.



## **Appendix A:**

### **Notification Materials and Survey Questions**



## INITIAL CONTACT LETTER

18 March 2005

<Rank> <First> <Last>  
<Command  
<Street> Address>  
<City> <State> <Zip>

Dear <Rank> <Last>,

Since 1990, Navy leadership has used the results of the Navy-wide Personnel Survey (NPS) to gain further insight into the state of Navy work life and to receive valuable feedback from Sailors like yourself. Results from previous surveys have supported increases in pay and benefits, improvements to the detailing process, and support for changes in the advancement/promotion system. You are invited to participate in the 2005 NPS. ***Your participation is very important to the success of this survey.*** The 2005 NPS asks your views about key issues of interest including, job satisfaction, leadership, career development, detailing, tone of the Navy, and other important topics related to our Navy Human Capital Strategy.

The success of this survey depends on you. You were randomly selected to participate in the 2005 NPS. Participation in the survey is voluntary, however, it is strongly encouraged that you take part in the survey to ensure an accurate portrayal of Navy work life is obtained. You can be assured that your responses will be confidential and safely protected.

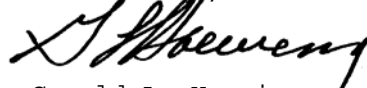
This survey is being conducted on the Internet. Using Internet Explorer please to go <http://www.nps.nprst.navy.mil> and take the time to answer the survey questions honestly and to the best of your ability. Your USERID for the survey is:

### USERID:

The 2005 NPS is being conducted by the Navy Personnel Research, Studies, and Technology Department (NPRST), in Millington, TN. If you have any questions about this survey, my point of contact is Dr. Kimberly Whittam; she can be reached at (901) 874-2321, (DSN) 882-2321, or [kimberly.whittam@navy.mil](mailto:kimberly.whittam@navy.mil)

Have you ever wished you could tell senior leadership about your experiences with Navy work life? The 2005 Navy-wide Personnel Survey (NPS) is your opportunity to give us that feedback. Thank you for taking time to complete the survey and improve **our** Navy.

Sincerely,



Gerald L. Hoewing  
Vice Admiral, U.S. Navy  
Chief of Naval Personnel

## FIRST REMINDER LETTER

12 April 2005

<Rank> <First> <Last>  
<Command  
<Street> Address>  
<City> <State> <Zip>

Dear <Rank> <Last>,

Recently, you were sent a letter inviting you to participate in the *2005 Navy-wide Personnel Survey (NPS)*. This survey is your opportunity to help Navy leadership by providing them with information about key job-related issues such as detailing, advancement and promotion, and job satisfaction. The survey is the core of the Navy's survey strategy and your answers do make a difference.

Since the survey is confidential, we do not monitor who did and did not respond. Therefore, we are sending these reminder letters to everyone in the sample.

**If you have already completed the survey, we thank you for your participation. This is no need to respond to this letter or to take the survey again. However, if you have not yet completed the survey, we encourage you do to so now.**

If you would like to complete the *2005 NPS*, please go to <http://nps.nprst.navy.mil/> using Internet Explorer (the survey is not configured for Netscape). Your USERID for this survey is:

### USERNAME:

Participation in the survey is voluntary, however, it is encouraged that you take part in the survey to ensure an accurate portrayal of Navy work life is obtained. *Your responses will help our leaders make positive changes today and shape the Navy of the future.* Your responses will be kept confidential.

If you have any questions, please feel free to contact me at [Kimberly.Whittam@navy.mil](mailto:Kimberly.Whittam@navy.mil), (901) 874-2321, or DSN 882-2321. Thank you again for your time and effort.

Sincerely,

  
Kimberly Whittam, Ph.D.  
*Project Director*

## SECOND REMINDER LETTER

6 May 2005

<Rank> <First> <Last>  
<Command>  
<Street> Address>  
<City> <State> <Zip>

Dear <Rank> <Last>,

A few weeks ago, you were sent a letter signed by VADM Hoewing, Chief of Naval Personnel, inviting you to participate in the *2005 Navy-wide Personnel Survey (NPS)*. Collection of surveys will end in a few weeks, and we wanted to give you another chance to participate in this important Navy survey.

Since the survey is confidential, we do not monitor who did and who did not respond. Therefore, we are sending these reminder letters to everyone in the sample.

**If you have already completed the survey, we thank you for your participation. There is no need to respond to this letter or to take the survey again.**

**However, if you have not yet completed the survey, we encourage you to do so now.**

If you would like to complete the *2005 NPS*, please go to <http://nps.nprst.navy.mil> using Internet Explorer (the survey is not configured for Netscape). Your USERNAME for this survey is:

### USERNAME:

Participation in the survey is voluntary, however, it is strongly encouraged that you take part in the survey to ensure an accurate portrayal of Navy work life. *Your responses will help our leaders make positive changes today and shape the Navy of the future.* Your responses will be kept confidential.

If you have any questions, please feel free to contact me. Thank you again for your time and effort.

Sincerely,



Kimberly Whittam, Ph.D.

***Project Director***

DSN 882-2321 or (901) 874-2321

E-mail: [Kimberly.Whittam@navy.mil](mailto:Kimberly.Whittam@navy.mil)

## FINAL REMINDER LETTER

1 June 2005

<Rank> <First> <Last>  
<Command>  
<Street> Address>  
<City> <State> <Zip>

Dear <Rank> <Last>,

We need your help. The 2005 Navy-wide Personnel Survey (NPS), sponsored by VADM Hoewing, Chief of Naval Personnel is about to close. Collection of surveys will end around **June 20, 2005**, and we wanted to encourage those who have not yet participated to do so. Navy leadership depends on to the data you provide to help them understand many important issues such as job satisfaction, career intentions, morale, and quality of work life.

The survey is confidential and we do not monitor who did and who did not respond. Therefore, we are sending these reminder letters to everyone in the sample. This is the last reminder letter, there will be no additional letters sent. **If you have already completed the survey, we thank you for your participation. There is no need to respond to this letter or to take the survey again.**

**If you started but did not complete the survey, please go back and complete the rest of the survey.**

**If you have not yet completed the survey, please help us and complete the survey now.**

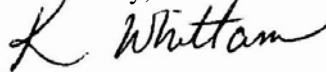
If you would like to complete the 2005 NPS, please go to <http://nps.nprst.navy.mil> using Internet Explorer (the survey is not configured for Netscape). Your USERNAME for this survey is:

**USERNAME:**

Participation in the survey is voluntary, however, it is strongly encouraged that you take part in the survey to ensure an accurate portrayal of Navy work life. ***Your responses will help our leaders make positive changes today and shape the Navy of the future.*** Your responses will be kept confidential.

If you have any questions, please feel free to contact me. Thank you again for your help and assistance.

Sincerely,



Kimberly Whittam, Ph.D.

**Project Director**

DSN 882-2321 or (901) 874-2321

E-mail: [Kimberly.Whittam@navy.mil](mailto:Kimberly.Whittam@navy.mil)

## 2005 NAVY-WIDE PERSONNEL SURVEY QUESTIONS

### YOUR NAVY JOB

**1. In the past 12 months, how many hours did you work in a typical week at your Navy job?**

- ☐ 40 hours or less
- ☐ 41-50 hours
- ☐ 51-60 hours
- ☐ 61-70 hours
- ☐ 71-80 hours
- ☐ 81 or more hours

**2. Do you personally have access to the Internet at your Navy job (i.e., you can personally send/receive email, view information on the World Wide Web, or do other related activities on the Internet)?**

- ☐ Yes, I have access at my own computer workstation
- ☐ Yes, I have access at a computer workstation I share with others at my command
- ☐ No (*Skips to Question 5*)
- ☐ Don't know (*Skips to Question 5*)

**3. How accessible is the World Wide Web (WWW)?**

- ☐ Constant – the WWW is always or nearly always available to me
- ☐ Intermittent – the WWW is sometimes available, but not always “up”
- ☐ Rarely – the WWW is almost never or rarely available to use

**4. How often are you able to access the WWW?**

- ☐ At any time I want - I work at or have easy access to a computer connected to the WWW
- ☐ Sometimes – I don't have immediate access, but I can get access if needed
- ☐ Rarely – I don't work at or have easy access to a computer connected to the WWW

**5. Have you ever viewed/used Navy Knowledge Online (NKO)?**

- ☐ Yes
- ☐ No (*Skips to Question 8*)

**6. If you have viewed/used NKO, how often do you use NKO?**

- ☐ Have only accessed it once or twice
- ☐ Only use when I can't find information elsewhere or only when absolutely necessary
- ☐ Once a week
- ☐ Several times a week
- ☐ Daily

**7. How easy is it to find information you are looking for on NKO?**

- ☐ Very easy
- ☐ Easy
- ☐ Neither easy nor difficult
- ☐ Difficult
- ☐ Very difficult

**8. How much do you AGREE or DISAGREE with the following statements regarding availability of resources at your command?**

	Strongly agree	Agree	Neither agree nor disagree	Strongly disagree	Disagree	Don't know
a. My command has adequately qualified personnel to successfully execute our mission	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. My command has adequate tools to successfully execute our mission	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. My command has adequate spare parts and/or supplies to successfully execute our mission	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. My command has adequate Navy support services (e.g., MWR, PSD, Housing) to successfully execute our mission	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**9. How would you rate the overall morale of your present (or most recent) command?**

- ☐ Very high
- ☐ High
- ☐ Medium
- ☐ Low
- ☐ Very low



**10. What kind of an effect have the following aspects of Navy life had on morale at your present (or most recent) command?**

	Strongly agree	Agree	Neither agree nor disagree	Strongly disagree	Disagree	Don't know
a. Advancement/promotion opportunities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Performance evaluation system (e.g., FITREPs and EVALs)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Supply of spare parts/supplies	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Quality of Navy training programs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Quality of education programs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Co-workers/shipmates	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Immediate supervisor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Command leadership	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Pace of work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Workload	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. Unit/workgroup manning	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. Pay/bonuses/other compensation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
m. Amount of time off (e.g., leave, liberty, other)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
n. Navy support services (e.g., MWR, PSD, Housing, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
o. TEMPO (e.g., time away from home for deployment, TAD, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
p. Performance of the crew, work team, or ship on exercises	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**11. Considering everything, how satisfied are you with your Navy job?**

- ☐ Very satisfied
- ☐ Satisfied
- ☐ Neither satisfied nor dissatisfied
- ☐ Dissatisfied
- ☐ Very dissatisfied

**12. How much do you AGREE or DISAGREE with the following statements about gender integration?**

	Strongly agree	Agree	Neither agree nor disagree	Strongly disagree	Disagree	Don't know
a. Leadership in my organization is supportive of gender integration	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Women have the ability to successfully carry out the duties of their combatant roles	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Women are being successfully integrated into combatant ships and aviation squadrons	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**13. Please rate how SATISFIED or DISSATISFIED you are with the following aspects of your workplace climate?**

	Strongly agree	Agree	Neither agree nor disagree	Strongly disagree	Disagree
a. Amount of freedom I am given to do my job	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Amount of responsibility I have in my job	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Amount of challenge in my job	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Opportunity for personal growth and development on the job	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Feeling of accomplishment I get from doing my job	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Job security	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Physical working conditions of my work site	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Availability of parts and supplies to get the job done	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Flexibility of my command in dealing with family/personal issues	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## CURRENT ASSIGNMENT

**14. What type of duty or billet is your current assignment?**

- ☐ CONUS Shore Duty (Type 1)
- ☐ CONUS Homeported Deployable Sea Duty (Type 2)
- ☐ OCONUS Shore Duty (counts as sea duty for rotational purposes) (Type 3)
- ☐ OCONUS Homeported Deployable Sea Duty (Type 4)
- ☐ OCONUS "Preferred" Shore Duty (Type 6)
- ☐ Other duty (i.e., Duty Under Instruction, special duty, etc.)
- ☐ I don't know

**15. To what type of ship/activity are you currently assigned? (Mark ALL that apply)**

- ☐ Afloat staff
- ☐ Aircraft Carrier
- ☐ Amphibious craft (i.e., LCAC, etc.)
- ☐ Amphibious ship (i.e., LSD, LST, LHD, LHA, etc.)
- ☐ Aviation Squadron/Detachment (sea deployed)
- ☐ Aviation Squadron/Detachment (shore deployed)
- ☐ Cruiser
- ☐ Destroyer types (includes frigates)
- ☐ Minecraft
- ☐ Reserve Unit
- ☐ Service Force ship (i.e., USNS, auxiliaries, etc.)
- ☐ Shore based deployable unit (i.e., Seabees, EOD, etc.)
- ☐ Shore or Staff Command
- ☐ Special Warfare Unit
- ☐ Submarine
- ☐ Tender/Repair ship
- ☐ Training Command
- ☐ Other

**16. Are you presently on deployment (i.e., scheduled time away from homeport for 30 days or more)?**

- ☐ Yes
- ☐ No

**17. What is the geographical location of your current assignment? *If you are currently on deployment, where is your command homeported?***

- ☐ Alaska or Hawaii
- ☐ Caribbean
- ☐ CONUS - East Coast
- ☐ CONUS - West Coast
- ☐ CONUS - Other (e.g., Millington, Great Lakes, etc.)
- ☐ Europe (including the Mediterranean)
- ☐ Far East
- ☐ Middle East (including the African continent)
- ☐ South or Central America
- ☐ Other

## TEMPO

**18. How many days in the past 12 months have you been berthed out of the area (not at home) of your permanent duty station? Include such things as deployments, work-ups, training, TAD, and other work-related activities that have taken you away from your homeport.**

- ☐ None
- ☐ 1-49 days
- ☐ 50-99 days
- ☐ 100-149 days
- ☐ 150-199 days
- ☐ 200-249 days
- ☐ 250-299 days
- ☐ 300 or more days

**19. How much do you AGREE or DISAGREE with the following statements regarding TEMPO?**

	Strongly agree	Agree	Neither agree nor disagree	Strongly disagree	Disagree	Don't know
a. I am satisfied with the amount of time I am able to spend at my permanent duty station (homeport)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. I am satisfied with the amount of time I have spent on shore duty	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. I am satisfied with the amount of time I have spent on sea duty	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**20. What kind of effect has the time you've spent away from your permanent duty station during the past year—for TAD, deployment, training, or other work-related activities—had on your overall satisfaction with Navy life?**

- ☐ Does not apply, I have not been away from my permanent duty station during the past year
- ☐ Strong positive effect
- ☐ Positive effect
- ☐ Neither positive nor negative effect
- ☐ Negative effect
- ☐ Strong negative effect

**21. How much do you AGREE or DISAGREE with the following statements about the impact of Naval service on your personal life?**

	Strongly agree	Agree	Neither agree nor disagree	Strongly disagree	Disagree	Don't know
a. My Navy career gets in the way of my ability to have or maintain a personal life	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. My Navy career causes a significant amount of separation from my family or other important people in my personal life	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. I have difficulty juggling the demands of my personal life and my Navy career	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## LEADERSHIP

**22. Is your immediate supervisor:**

- ☐ Navy
- ☐ Other Military
- ☐ Civilian

**23. How much do you AGREE or DISAGREE with the following statements about your IMMEDIATE WORK SUPERVISOR?**

	Strongly agree	Agree	Neither agree nor disagree	Strongly disagree	Disagree	Don't know
a. My immediate supervisor has adequate training/ expertise to do his/her job	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. My immediate supervisor deals well with subordinates	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. My immediate supervisor deals well with superiors in the chain of command	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. My immediate supervisor provides adequate support and guidance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. My immediate supervisor is responsive to Sailor needs and concerns	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Overall, I am satisfied with my immediate supervisor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**24. How much do you AGREE or DISAGREE with the following statements about your overall COMMAND LEADERSHIP (CO, XO, OIC, CMC/COB)?**

	Strongly agree	Agree	Neither agree nor disagree	Strongly disagree	Disagree	Don't know
a. My command leadership has adequate training/ expertise to do his/her job	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. My command leadership deals well with subordinates	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. My command leadership deals well with superiors in the chain of command	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. My command leadership provides adequate support and guidance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. My command leadership is responsive to Sailor needs and concerns	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Overall, I am satisfied with my command leadership	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## NAVY TONE

Navy Leadership is interested in your feelings about “tone”. Tone is an overall measure of how Sailor’s feel about the Navy. Tone includes what they feel, say and hear about their job, career, quality of life, and whether the Navy is moving in the right direction.

### 25. How much do you AGREE or DISAGREE with the following statements about COMMUNICATION?

	Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree
a. The Navy clearly communicates its personnel goals and strategies for the future.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Navy senior leadership keeps Sailors informed about changes that will affect their careers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Leadership at this command communicates a positive attitude about the Navy.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. My command leadership informs me of Navy policies that may affect my career..	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. In the last six months, someone in my Chain of Command has talked to me about new career initiatives that may affect me..	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. In the past 6 months, I’ve heard rumors about new policies, which make me worry about my career.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

### 26. How much do you AGREE or DISAGREE with the following statements about YOUR NAVY JOB?

	Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree
a. I feel positive about my future Navy career.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. The Navy is doing all it can to protect my job security.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. My future in the Navy appears secure as long as I do a good job.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. I would be willing to change my rate/designator, if it was the only way I could stay in the Navy.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. I am concerned that some of my fellow Sailors may soon lose their jobs.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. I am concerned that future policy changes will hurt my job.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**27. How much do you AGREE or DISAGREE with the following statements about FAIRNESS?**

	Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree
a. The Navy's personnel policies seem fair to me..	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. The Navy's policies are retaining the best quality Sailors in the Fleet.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. I trust the Navy to look out for my best interests.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. I am confident that policies that affect the size of the Navy will be administered fairly and consistently.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**28. How much do you AGREE or DISAGREE with the following statements about NAVY IMAGE?**

	Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree
a. If asked today, I would encourage others to join the Navy .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. I talk about the Navy to my friends as a good organization.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. I would recommend the Navy as a good place to work.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. I would consider wearing civilian clothing with Navy/Squadron/Ship logos.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Information I hear about the Navy from non-Navy sources is usually positive.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Comments I hear about the Navy from my fellow Sailors are usually positive.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. The Navy of tomorrow will be better than the Navy of today.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**29. Please rate Navy tone and your current command's tone.**

	Very High	High	Medium	Low	Very Low
a. Using the definition above, how would you rate Navy tone?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. How would you rate your current command's tone?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



## CAREER

### 30. What is your current paygrade?

- |                              |                              |                                       |
|------------------------------|------------------------------|---------------------------------------|
| <input type="checkbox"/> E-1 | <input type="checkbox"/> W-2 | <input type="checkbox"/> O-1/O-1E     |
| <input type="checkbox"/> E-2 | <input type="checkbox"/> W-3 | <input type="checkbox"/> O-2/O-2E     |
| <input type="checkbox"/> E-3 | <input type="checkbox"/> W-4 | <input type="checkbox"/> O-3/O-3E     |
| <input type="checkbox"/> E-4 | <input type="checkbox"/> W-5 | <input type="checkbox"/> O-4          |
| <input type="checkbox"/> E-5 |                              | <input type="checkbox"/> O-5          |
| <input type="checkbox"/> E-6 |                              | <input type="checkbox"/> O-6          |
| <input type="checkbox"/> E-7 |                              | <input type="checkbox"/> O-7 or above |
| <input type="checkbox"/> E-8 |                              |                                       |
| <input type="checkbox"/> E-9 |                              |                                       |

### 31. How long have you been on active duty in the Navy?

Years	Months
_____	_____

### 32. Are you in your first enlistment, initial obligation, or first term of service in the Navy?

- ☐ Yes  
☐ No

**33. How do each of the following factors impact your likelihood to stay or leave the Navy?**

	<i>More likely to stay</i>	<i>Likely to stay</i>	<i>No effect</i>	<i>Likely to leave</i>	<i>More likely to leave</i>	<i>Does not apply</i>
a. Access to Navy training programs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Access to college or graduate education programs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Location of next duty assignment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Type of next duty assignment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Enjoyment of your Navy job	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Your advancement/promotion potential	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Current civilian job opportunities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Manpower needs of the Navy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. General public's attitudes toward the military	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Military pay (e.g., basic pay, allowances, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. Special pays (e.g., flight, submarine, medical, sea, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. SRB or continuation bonus	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
m. Retirement benefits	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
n. Military healthcare	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
o. Military family support services (e.g., Family Service Center, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
p. Military housing access and quality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
q. Military recreation and activity facilities (e.g., MWR, gyms, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
r. Your family's needs (educational or health needs)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**34. Will you be making a formal decision about continuing your Navy career (i.e., reenlistment or continuation) within the next 12 months?**

- ☐ Yes  
☐ No

**35. How do each of the following people impact your likelihood to stay or leave the Navy?**

	<i>Does not apply</i>	<i>More likely to leave</i>	<i>Likely to leave</i>	<i>No effect</i>	<i>Likely to stay</i>	<i>More likely to stay</i>
a. Your spouse (or significant other)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Your children	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Your parents or other relatives	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Your civilian friends	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Your military peers (i.e., friends, co-workers, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Your immediate supervisor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Your command leadership (CO, XO, OIC, CMC/COB)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**36. How much do you AGREE or DISAGREE with the following statements regarding your current career plans?**

	<i>Strongly Disagree</i>	<i>Disagree</i>	<i>Neither agree nor disagree</i>	<i>Agree</i>	<i>Strongly Agree</i>
a. I plan to serve out my current term of service or obligation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. I plan to reenlist (Enlisted) or continue (Officer) my career with the Navy at my next decision point	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. I plan to stay in the Navy for a full career (20 or more years)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**37. How much do you AGREE or DISAGREE with the following statements about your feelings toward the Navy?**

	<i>Strongly Disagree</i>	<i>Disagree</i>	<i>Neither agree nor disagree</i>	<i>Agree</i>	<i>Strongly Agree</i>
a. The Navy has a great deal of personal meaning for me	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. I feel like I'm 'part of the family' in the Navy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. I feel 'emotionally attached' to the Navy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. I do not think that I could easily become as attached to another organization as I am to the Navy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. I feel a strong sense of belonging in the Navy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## CAREER DEVELOPMENT

**38. How much do you AGREE or DISAGREE with the following statements regarding advancement/promotion?**

	<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>
a. I have a clear understanding of the present Navy advancement/promotion system	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. I am satisfied with the present Navy advancement/promotion system	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. I believe the most qualified and deserving Sailors get advanced/promoted	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. I expect to be advanced/promoted within my current term of service, commitment, or obligated service	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**39. How much do you AGREE or DISAGREE with the following statements regarding Performance Evaluations (EVAL) and Fitness Reports (FITREP)?**

	<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>
a. I have a clear understanding of the present EVAL/FITREP system	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. My last EVAL/FITREP was fair/accurate	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. My last EVAL/FITREP was conducted in a timely manner	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. I was able to submit my own input at my last EVAL/FITREP	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. My last advancement/promotion recommendation was fair/accurate	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. I am satisfied with the present Navy EVAL/FITREP system	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. The most qualified and deserving Sailors score the highest on their EVALs/FITREPs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**40. How much do you AGREE or DISAGREE with the following statements regarding recognition?**

	<i>Strongly Disagree</i>	<i>Disagree</i>	<i>Neither agree nor disagree</i>	<i>Agree</i>	<i>Strongly Agree</i>
a. I feel that I have been adequately recognized for my accomplishments on my EVALs/FITREPs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. I feel that I have been adequately recognized for my accomplishments with appropriate awards	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**41. How much do you AGREE or DISAGREE with the following statements regarding career development?**

	<i>Strongly Disagree</i>	<i>Disagree</i>	<i>Neither agree nor disagree</i>	<i>Agree</i>	<i>Strongly Agree</i>
a. I have a clearly defined career path for my designator, rating, or community	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. I have made sufficient progress in my advancement for my designator, rating, or community	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. I have been given adequate counseling/guidance on my career development by my immediate supervisor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. I have been given adequate counseling/guidance on my career development by my division, department or command career counselor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## DETAILING

**42. How much do you AGREE or DISAGREE with the following statements regarding detailing?**

	<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>
a. Overall, I am satisfied with the detailing process	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. I have a clear understanding of the detailing process (i.e., the way in which detailers fill requirements)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. My detailer responds in a timely manner to my questions and concerns	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. My detailer is an advocate for my needs and desires	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. My detailer is receptive to resolving conflicts between my desires and the needs of the Navy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. I am satisfied with my detailer	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Since reporting to my current duty station, I have been satisfied with the assignment I was given	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**43. During the last time you negotiated orders with your detailer, did you receive the orders of your choice?**

- ☐ Does not apply, I have not yet negotiated orders
- ☐ Does not apply, I did not contact my detailer to negotiate my last set of orders
- ☐ Yes
- ☐ No

**44. During the last time you negotiated orders with your detailer, how far in advance of your Projected Rotation Date (PRD) did you begin the process?**

- ☐ Does not apply, I have not yet negotiated orders
- ☐ Does not apply, I did not contact my detailer to negotiate my last set of orders
- ☐ Less than 3 months prior to my PRD
- ☐ 3 months to less than 6 months prior to my PRD
- ☐ 6 months to less than 9 months prior to my PRD
- ☐ 9 months to less than 12 months prior to my PRD
- ☐ More than 12 months prior to my PRD

**45. During the last time you negotiated orders with your detailer, how many choices of assignments were you given?**

- ☐ Does not apply, I have not yet negotiated orders
- ☐ Does not apply, I did not contact my detailer to negotiate my last set of orders
  
- ☐ 1
- ☐ 2
- ☐ 3
- ☐ 4
- ☐ 5 or more

**46. During the last time you negotiated orders with your detailer, how far in advance were your orders issued?**

- ☐ Does not apply, I have not yet negotiated orders
  
- ☐ Less than 3 months prior to my PRD
- ☐ 3 months to less than 6 months prior to my PRD
- ☐ 6 months to less than 9 months prior to my PRD
- ☐ 9 months to less than 12 months prior to my PRD
- ☐ More than 12 months prior to my PRD

**47. When choosing your present assignment, which of the following were your primary concerns? (*Mark ALL that apply*)**

- ☐ Does not apply, I did not receive a choice of assignment
  
- ☐ Assignment Type/Type of Job/Type of Ship
- ☐ Availability of incentives (i.e., AIP, bonus, etc.)
- ☐ Future co-workers
- ☐ Future Command
- ☐ Access to a desired college or graduate education program
- ☐ Cost of living
- ☐ Geographic location
- ☐ Impact of a move on my family
- ☐ Promotion potential
- ☐ Required for career path
- ☐ Spouse employment
- ☐ Spouse/family collocation
- ☐ Spouse education
- ☐ Children's school/education
- ☐ Spouse preference
- ☐ Children's preference
- ☐ Close to other family
- ☐ Other

**(Enlisted Sailors only) Where do you get most of your information to make a decision about your next assignment?**

	<b>48. Please select the SINGLE MOST IMPORTANT source of information you use for information about your next assignment</b>	<b>49. Please MARK ALL source of information you use for information about your next assignment</b>
Commanding Officer	<input type="checkbox"/>	<input type="checkbox"/>
Command Career	<input type="checkbox"/>	<input type="checkbox"/>
Counselor (CCC)		
Detailer	<input type="checkbox"/>	<input type="checkbox"/>
JASS/JMCS	<input type="checkbox"/>	<input type="checkbox"/>
Co-workers	<input type="checkbox"/>	<input type="checkbox"/>
Supervisor/Chief	<input type="checkbox"/>	<input type="checkbox"/>
Other Navy Sailors outside chain of command/not supervisor or co-worker	<input type="checkbox"/>	<input type="checkbox"/>
Navy Knowledge Online (NKO)	<input type="checkbox"/>	<input type="checkbox"/>
General newspapers	<input type="checkbox"/>	<input type="checkbox"/>
Internet	<input type="checkbox"/>	<input type="checkbox"/>
Link (Electronic version)	<input type="checkbox"/>	<input type="checkbox"/>
Link (Paper version)	<input type="checkbox"/>	<input type="checkbox"/>
Navy Times	<input type="checkbox"/>	<input type="checkbox"/>
All Hands	<input type="checkbox"/>	<input type="checkbox"/>



**50. (Enlisted Sailors Only) How do the following factors influence your decision to accept an overseas tour?**

	<i>Greatly increases desire to accept</i>	<i>Increases desire to accept</i>	<i>Neither</i>	<i>Decreases desire to accept</i>	<i>Greatly decreases desire to accept</i>	<i>Does not apply</i>
Overseas shore duty counting as sea duty	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Assignment Incentive Pay (AIP)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Choice of CONUS Coast in follow-on assignment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Guaranteed school following overseas tour	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Accelerated advancement/promotion	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
E-7, E-8, E-9 Board	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Increased Command advancement potential	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**51. (Enlisted Sailors Only) Which of the following Overseas locations would you prefer most?**

- ☐ Guam
- ☐ Sigonella
- ☐ Italy (except for Sigonella)
- ☐ Greece
- ☐ Japan
- ☐ Korea
- ☐ Spain
- ☐ Europe (except for Italy and Spain)
- ☐ Bahrain
- ☐ Other \_\_\_\_\_

**52. (Enlisted Sailors Only) If your next assignment was at an overseas location, which of the following financial changes would you expect to experience? (Mark ALL that apply)**

- ☐ Increase in Navy pay
- ☐ Decrease in Navy pay
- ☐ Loss of second job
- ☐ Loss of spouse income
- ☐ Increase in spouse income
- ☐ Loss in spouse retirement benefits
- ☐ Higher cost of living
- ☐ Lower cost of living
- ☐ Increased PCS costs/costs to move family
- ☐ Increase in costs to stay in contact with family
- ☐ Decrease in costs to stay in contact with family
- ☐ Other \_\_\_\_\_

**53. (ALL SAILORS) When making your last Permanent Change of Station (PCS) move did you experience any of the following financial losses due to? (Mark ALL that apply)**

- ☐ Does not apply, I did not experience any financial loss during last PCS
- ☐ Loss in value of a home or property that you own
- ☐ Loss in spouse income
- ☐ Loss in spouse retirement benefits
- ☐ Loss due to additional cost of moving vehicles (car, boat, R.V., etc.) not covered by PCS transition agreement
- ☐ Loss due to additional cost for full commercial insurance coverage of household goods
- ☐ Loss due to stolen goods
- ☐ Loss due to damaged goods during move

## PERSONAL

**54. What is your Social Security Number? (Optional) This will allow us to conduct follow-up research on the relationship between the attitudes/opinions expressed on this survey and subsequent work-related data such as career decisions. Please be assured that your confidentiality will be maintained.**

\_\_\_\_-\_\_\_\_-\_\_\_\_

**55. What is your gender?**

- ☐ Male
- ☐ Female

The answers for the following questions are based on standard DoD race and ethnicity categories.

**56. Are you of Spanish, Hispanic, or Latino origin?**

- ☐ Yes
- ☐ No

**57. What is your racial background? *If you are of mixed heritage, please select the response(s) with which you MOST closely identify. (Mark ALL that apply)***

- ☐ American Indian or Alaska Native
- ☐ Asian (e.g. Asian Indian, Chinese, Filipino, Japanese, Korean, Vietnamese, etc.)
- ☐ Black or African-American
- ☐ Native Hawaiian or other Pacific Islander (e.g., Samoan, Guamanian, Chamorro, etc.)
- ☐ White
- ☐ Other

**58. What is your religious preference?**

- ☐ No religious preference
- ☐ Catholic
- ☐ Orthodox Christian (Greek, Russian, etc.)
- ☐ Protestant Christian (Baptist, Presbyterian, Lutheran, non-denominational, etc.)
- ☐ Mormon (Latter-day Saints)
- ☐ Jewish
- ☐ Muslim
- ☐ Hindu
- ☐ Buddhist
- ☐ Other religion not listed

**59. What is highest level of education you have completed? *(Mark only ONE response)***

- ☐ Less than high school completion/no diploma
- ☐ Alternate degree/GED/homestudy/adult-school certification
- ☐ High school diploma/graduate
- ☐ Some college, no degree
- ☐ Associate's degree or other 2-year degree (A.A., A.S., etc.)
- ☐ Bachelor's degree (B.A., B.S., etc.)
- ☐ Master's degree (M.A., M.S., M.B.A., etc.)
- ☐ Doctoral or professional degree (J.D., Ph.D., D.Ph., M.D., etc.)

**60. What is your current marital status?**

- ☐ Single, never married
- ☐ Married for the first time
- ☐ Remarried (was divorced or widowed)
- ☐ Legally separated (or filing for divorce)
- ☐ Divorced
- ☐ Widowed

**61. How many children under the age of 21 currently live in your household? (Please include children for whom you have joint custody.)**

a. ☐ Does not apply, I have no children under the age of 21 currently living in my household (Skips to Question 63)

	<u>NUMBER OF CHILDREN IN EACH AGE GROUP</u>					
b. Under 1 year	0	1	2	3	4	5 or more
c. 1 to 4 years 11 months	0	1	2	3	4	5 or more
d. 5 to 11 years 11 months	0	1	2	3	4	5 or more
e. 12 to 14 years 11 months	0	1	2	3	4	5 or more
f. 15 to 18 years 11 months	0	1	2	3	4	5 or more
g. 19 to 20 years 11 months	0	1	2	3	4	5 or more

**62. How many children do you have in childcare (outside of the home) at the present time?**

- ☐ 1  
☐ 2  
☐ 3  
☐ 4  
☐ 5 or more

## FINANCIAL STATUS

The following questions ask about your financial status. The results will be presented in a manner that ensures that you cannot be identified.

**63. How much do you AGREE or DISAGREE with the following statements regarding your financial situation?**

	<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>
a. I am able to pay my bills and meet my financial obligations with the pay I receive	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. I am compensated fairly, considering all of the pay, incentives and benefits I receive in the Navy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**64. Do you participate in the Thrift Savings Plan (TSP)?**

- ☐ Yes  
☐ No  
☐ Don't know, I have not heard about TSP

## **NAVY LIFE**

**65. Considering everything, how satisfied are you with Navy life?**

- ☐ Very satisfied
- ☐ Satisfied
- ☐ Neither satisfied nor dissatisfied
- ☐ Dissatisfied
- ☐ Very dissatisfied

## **FEEDBACK**

**Thank you for your participation in this survey. If you have comments or concerns that you were not able to express while answering this survey, please use the space below to tell us about them.**

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**THANK YOU FOR COMPLETING THE SURVEY!**

## **Appendix B: Sampling and Weighting**



**Table B-1**  
**Population Values Used to Draw the Sample**

<b>Number</b>	<b>Paygrade Group</b>	<b>Gender</b>	<b>Race</b>	<b>Population</b>	<b>Sample</b>	<b>Returned</b>	<b>Weight</b>
1	E-2 to E-3	Male	Majority	32,526	5,549	377	86.276
2	E-2 to E-3	Male	Minority	19,242	2,203	281	68.477
3	E-2 to E-3	Female	Majority	6,197	717	74	83.743
4	E-2 to E-3	Female	Minority	4,531	597	87	52.080
5	E-4 to E-6	Male	Majority	103,673	910	323	320.969
6	E-4 to E-6	Male	Minority	53,200	821	321	165.732
7	E-4 to E-6	Female	Majority	13,924	423	104	133.885
8	E-4 to E-6	Female	Minority	12,620	580	175	72.114
9	E-7 to E-9	Male	Majority	22,682	955	404	56.144
10	E-7 to E-9	Male	Minority	8,486	349	223	38.054
11	E-7 to E-9	Female	Majority	1,456	68	31	46.968
12	E-7 to E-9	Female	Minority	916	44	22	41.636
13	W-2 to W-4	Male	Majority	796	53	29	27.448
14	W-2 to W-4	Male	Minority	310	18	13	23.846
15	W-2 to W-4	Female	Majority	40	10	1	40.000
16	W-2 to W-4	Female	Minority	20	13	8	2.500
17	O-1 to O-3	Male	Majority	15,766	1,230	352	44.790
18	O-1 to O-3	Male	Minority	3,320	233	112	29.643
19	O-1 to O-3	Female	Majority	2,702	294	87	31.057
20	O-1 to O-3	Female	Minority	896	71	17	52.706
21	O-4 to O-7	Male	Majority	17,292	997	437	39.570
22	O-4 to O-7	Male	Minority	2,213	97	67	33.030
23	O-4 to O-7	Female	Majority	2,391	148	47	50.872
24	O-4 to O-7	Female	Minority	592	37	18	32.889
<b>Totals</b>				<b>325,791</b>	<b>16,417</b>	<b>3,610</b>	



**Table B-2**  
**Final Disposition Categories: Unweighted Counts**

<b>Final disposition category</b>	<b>Unweighted Frequency Counts</b>
Ineligible on master files	0
Ineligibility (Self- or other-reported)	
Ineligibility (Defined by change in sampling criteria)	821
Usable surveys (Fully Completed Survey)	2129
Usable surveys (Partially Completed Survey)	1481
Requested removal from survey mailings (Non-respondents/ Refusals)	0
Not located (Return to sender)	1722
Not located (Inadequate address to be mailed)	104
Did not return a survey (Non-respondents)	9635
Did not return a survey (Respondent deceased)	0
Skipped key questions	525
Returned Blank	0
	<b>16417</b>

**Table B-3**  
**Survey outcome rates: Unweighted**

	<b>Observed Rates</b>
Response Rate ( <i>Formula #4, RR4</i> )	26.4%
Cooperation Rate ( <i>Formula #4, COOP4</i> )	26.2%
Refusal Rate ( <i>Formula #2, REF2</i> )	74.2%
Contact Rate ( <i>Formula #2, CON2</i> )	100.5%

**Table B-4**  
**Final disposition categories: Weighted counts**

<b>Final disposition category</b>	<b>Weighted Frequency Counts</b>
Ineligible on master files	0
Ineligibility (Self- or other-reported)	0
Ineligibility (Defined by change in sampling criteria)	16289.55
Usable surveys (Fully Completed Survey)	62598.87
Usable surveys (Partially Completed Survey)	43334.55
Requested removal from survey mailings (Non-respondents/ Refusals)	0
Not located (Return to sender)	35875.75
Not located (Inadequate address to be mailed)	2428.33
Did not return a survey (Non-respondents)	165263.9463
Did not return a survey (Respondent deceased)	0
Skipped key questions	0
Returned Blank	0
	<b>325791</b>

**Table B-5**  
**Survey outcome rates: Weighted**

	<b>Observed Rates</b>
Response Rate ( <i>Formula #4, RR4</i> )	37.5%
Cooperation Rate ( <i>Formula #4, COOP4</i> )	39.1%
Refusal Rate ( <i>Formula #2, REF2</i> )	58.5%
Contact Rate ( <i>Formula #2, CON2</i> )	96.0%



**Appendix C:**  
**Instructions for Using the 2005 NPS CD**



## Instructions for Using the 2005 NPS CD

The following provides instructions on how to use the electronic version of this report.

### What Format Are the 2005 NPS Results In?

The 2005 NPS results are provided on an enclosed CD as a series of crosstabs, based on demographic information. As in previous years, the 2005 NPS results are presented in Adobe Acrobat “.pdf” format. A copy of the Adobe Acrobat Reader for Windows is included on the CD with the report. For more information on this type of electronic document format, or to download updates to the Adobe Acrobat Reader, visit Adobe’s World Wide Web site by typing the following address in your Internet browser: <http://www.adobe.com/>.

### How Do I View the 2005 NPS Results?

Once Acrobat Reader has been installed onto your computer, you may access the report files either directly from the CD or by copying them to your computer's hard disk. If you chose to copy the file to your computer, we recommend that you create a new directory in Windows called “2005 NPS” (or whatever you wish) and copy the contents of the CD to this directory. Having the files on your hard disk will ensure faster access to information and printing.

To view the documents, simply open Acrobat Reader by either double clicking on the Acrobat Reader icon, or by using the run command in the Windows Program Manager. The files can then be opened by using the “Open” command under the “File” menu. For additional instructions or help on how to view, navigate, and print documents, view the on-line help under the “Help” menu of the Acrobat Reader program.

The entire printed report is available for viewing on the 2005 NPS CD. To view the report, locate the folder entitled reports and double-click to open. The file contains complete electronic copies of the report and statistical tables for officers and enlisted personnel.

### How Do I View a Specific Analysis?

There are basically three ways to view the analysis from these enclosed reports. All approaches work equally well, however, you may find that a particular approach is better suited to the manner in which you like to view the information.

- **Arrow Keys.** You can use the arrow keys found on the icon menu at the top of your screen to navigate your way through the documents. The right arrow key is used to move forward, while the left arrow key is used to back-up in the document.

- **Bookmarks.** This is probably the easiest way to navigate through the documents. To use the bookmarks function, go to the “View” menu and select the “Bookmarks and Page” function; this will make a contents list appear at the left of your viewing space. To navigate, simply scroll down the contents list and click on the title of the analysis you wish to view. Once you have clicked on your chosen analysis, the program will jump to the page containing the analysis you selected.
- **Find Function.** You can also use the “Find” function, which is found under the “Tools” menu. When this function is selected, a pop-up menu will appear which asks what you wish to search for. Type in the name or question number you wish to view and press the “OK” button. Acrobat Reader will take you to the next analysis with that title.

### What If I Have Problems or Need Additional Information?

If you have any problems with installing or running the software, please check the on-line help and/or documentation provided with the report first. If you still have questions or need additional information, please feel free to contact the project director:

Dr. Kimberly Whittam, *Project Director*

E-mail: [kimberly.whittam@navy.mil](mailto:kimberly.whittam@navy.mil)

Telephone: (901) 874-2321 or DSN 882-2321

**Q1 IN THE PAST 12 MONTHS, HOW MANY HOURS DID YOU WORK IN A TYPICAL WEEK? \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q1 IN THE PAST 12 MONTHS, HOW MANY HOURS DID YOU WORK IN A TYPICAL WEEK?	40 hours or less	11.5%	10.3%	10.8%	10.6%
	41-50 hours	34.0%	35.8%	33.7%	35.2%
	51-60 hours	22.9%	27.3%	30.3%	26.7%
	61-70 hours	14.7%	11.8%	12.6%	12.6%
	71-80 hours	6.9%	7.3%	7.2%	7.2%
	81 or more hours	10.0%	7.5%	5.3%	7.8%
Total		100.0%	100.0%	100.0%	100.0%

**Q1 IN THE PAST 12 MONTHS, HOW MANY HOURS DID YOU WORK IN A TYPICAL WEEK? \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q1 IN THE PAST 12 MONTHS, HOW MANY HOURS DID YOU WORK IN A TYPICAL WEEK?	40 hours or less	9.6%	12.5%	10.6%
	41-50 hours	34.7%	36.1%	35.2%
	51-60 hours	29.2%	21.9%	26.7%
	61-70 hours	12.5%	12.7%	12.6%
	71-80 hours	6.9%	7.7%	7.2%
	81 or more hours	7.1%	9.1%	7.8%
Total		100.0%	100.0%	100.0%

**Q1 IN THE PAST 12 MONTHS, HOW MANY HOURS DID YOU WORK IN A TYPICAL WEEK? \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q1 IN THE PAST 12 MONTHS, HOW MANY HOURS DID YOU WORK IN A TYPICAL WEEK?	40 hours or less	10.1%	14.1%	10.6%
	41-50 hours	33.5%	45.1%	35.2%
	51-60 hours	27.5%	21.8%	26.7%
	61-70 hours	13.4%	7.4%	12.6%
	71-80 hours	7.3%	6.1%	7.2%
	81 or more hours	8.2%	5.4%	7.8%
Total		100.0%	100.0%	100.0%



**Q2 DO YOU HAVE INTERNET ACCESS AT YOUR NAVY JOB? \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q2 DO YOU HAVE INTERNET ACCESS AT YOUR NAVY JOB?	Yes, I have access at my own computer workstation	14.8%	31.3%	69.2%	32.2%
	Yes, I have access at a computer workstation I share with ot	75.4%	61.8%	28.6%	60.8%
	No	9.2%	6.4%	2.2%	6.5%
	Don't know	.6%	.4%		.4%
Total		100.0%	100.0%	100.0%	100.0%

**Q2 DO YOU HAVE INTERNET ACCESS AT YOUR NAVY JOB? \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q2 DO YOU HAVE INTERNET ACCESS AT YOUR NAVY JOB?	Yes, I have access at my own computer workstation	31.6%	33.4%	32.2%
	Yes, I have access at a computer workstation I share with ot	61.1%	60.4%	60.8%
	No	6.8%	6.0%	6.5%
	Don't know	.5%	.2%	.4%
Total		100.0%	100.0%	100.0%

**Q2 DO YOU HAVE INTERNET ACCESS AT YOUR NAVY JOB? \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q2 DO YOU HAVE INTERNET ACCESS AT YOUR NAVY JOB?	Yes, I have access at my own computer workstation	31.2%	38.6%	32.2%
	Yes, I have access at a computer workstation I share with ot	61.3%	57.7%	60.8%
	No	7.1%	3.2%	6.5%
	Don't know	.4%	.5%	.4%
Total		100.0%	100.0%	100.0%

### Q3 HOW ACCESSIBLE IS THE WORLD WIDE WEB? \* PAYGRP Crosstabulation

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q3 HOW ACCESSIBLE IS THE WORLD WIDE WEB?	Constant - WWW is always or nearly always available to me	54.2%	62.3%	73.8%	62.0%
	Intermittent - the WWW is sometimes available, but not alway	41.8%	34.2%	25.2%	34.7%
	Rarely - the WWW is almost never or rarely available to use	4.0%	3.6%	1.0%	3.3%
Total		100.0%	100.0%	100.0%	100.0%

### Q3 HOW ACCESSIBLE IS THE WORLD WIDE WEB? \* RACEGRP Crosstabulation

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q3 HOW ACCESSIBLE IS THE WORLD WIDE WEB?	Constant - WWW is always or nearly always available to me	60.6%	64.4%	62.0%
	Intermittent - the WWW is sometimes available, but not alway	35.7%	32.9%	34.7%
	Rarely - the WWW is almost never or rarely available to use	3.7%	2.7%	3.3%
Total		100.0%	100.0%	100.0%

### Q3 HOW ACCESSIBLE IS THE WORLD WIDE WEB? \* Q55 GENDER Crosstabulation

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q3 HOW ACCESSIBLE IS THE WORLD WIDE WEB?	Constant - WWW is always or nearly always available to me	60.9%	68.1%	62.0%
	Intermittent - the WWW is sometimes available, but not alway	35.6%	29.4%	34.7%
	Rarely - the WWW is almost never or rarely available to use	3.5%	2.5%	3.3%
Total		100.0%	100.0%	100.0%

#### Q4 HOW OFTEN ARE YOU ABLE TO ACCESS THE WORLD WIDE WEB? \* PAYGRP Crosstabulation

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q4 HOW OFTEN ARE YOU ABLE TO ACCESS THE WORLD WIDE WEB?	At any time I want - I work at or have easy access to a comp	45.4%	60.3%	81.4%	59.7%
	Sometimes - I don't have immediate access, but I can get acc	48.6%	35.5%	17.8%	36.1%
	Rarely - I don't work at or have easy access to a computer c	5.9%	4.2%	.9%	4.1%
Total		100.0%	100.0%	100.0%	100.0%

#### Q4 HOW OFTEN ARE YOU ABLE TO ACCESS THE WORLD WIDE WEB? \* RACEGRP Crosstabulation

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q4 HOW OFTEN ARE YOU ABLE TO ACCESS THE WORLD WIDE WEB?	At any time I want - I work at or have easy access to a comp	61.4%	56.8%	59.7%
	Sometimes - I don't have immediate access, but I can get acc	34.3%	39.3%	36.1%
	Rarely - I don't work at or have easy access to a computer c	4.3%	3.9%	4.1%
Total		100.0%	100.0%	100.0%

#### Q4 HOW OFTEN ARE YOU ABLE TO ACCESS THE WORLD WIDE WEB? \* Q55 GENDER Crosstabulation

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q4 HOW OFTEN ARE YOU ABLE TO ACCESS THE WORLD WIDE WEB?	At any time I want - I work at or have easy access to a comp	58.9%	64.4%	59.7%
	Sometimes - I don't have immediate access, but I can get acc	36.8%	32.3%	36.1%
	Rarely - I don't work at or have easy access to a computer c	4.3%	3.3%	4.1%
Total		100.0%	100.0%	100.0%

**Q5 HAVE YOU USED/VIEWED NAVY KNOWLEDGE ONLINE? \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q5 HAVE YOU USED/VIEWED NAVY KNOWLEDGE ONLINE?	Yes	84.7%	89.9%	98.1%	89.7%
	No	15.3%	10.1%	1.9%	10.3%
Total		100.0%	100.0%	100.0%	100.0%

**Q5 HAVE YOU USED/VIEWED NAVY KNOWLEDGE ONLINE? \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q5 HAVE YOU USED/VIEWED NAVY KNOWLEDGE ONLINE?	Yes	88.4%	92.0%	89.7%
	No	11.6%	8.0%	10.3%
Total		100.0%	100.0%	100.0%

**Q5 HAVE YOU USED/VIEWED NAVY KNOWLEDGE ONLINE? \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q5 HAVE YOU USED/VIEWED NAVY KNOWLEDGE ONLINE?	Yes	88.8%	95.4%	89.7%
	No	11.2%	4.6%	10.3%
Total		100.0%	100.0%	100.0%

**Q6 HOW OFTEN DO YOU USE NKO? \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q6 HOW OFTEN DO YOU USE NKO?	Have only accessed it once or twice	38.7%	27.1%	18.4%	28.4%
	Only use when I can't find information elsewhere or only whe	31.2%	34.9%	41.1%	34.9%
	Once a week	19.6%	21.7%	22.6%	21.3%
	Several times a week	9.1%	13.6%	15.3%	12.8%
	Daily	1.4%	2.8%	2.7%	2.5%
Total		100.0%	100.0%	100.0%	100.0%

**Q6 HOW OFTEN DO YOU USE NKO? \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q6 HOW OFTEN DO YOU USE NKO?	Have only accessed it once or twice	29.8%	25.9%	28.4%
	Only use when I can't find information elsewhere or only whe	34.0%	36.7%	34.9%
	Once a week	21.6%	20.9%	21.3%
	Several times a week	11.5%	15.2%	12.8%
	Daily	3.2%	1.3%	2.5%
Total		100.0%	100.0%	100.0%

**Q6 HOW OFTEN DO YOU USE NKO? \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q6 HOW OFTEN DO YOU USE NKO?	Have only accessed it once or twice	28.7%	26.8%	28.4%
	Only use when I can't find information elsewhere or only whe	35.4%	32.4%	34.9%
	Once a week	21.4%	21.2%	21.3%
	Several times a week	12.1%	17.2%	12.8%
	Daily	2.5%	2.4%	2.5%
Total		100.0%	100.0%	100.0%

**Q7 HOW EASY IS IT TO FIND INFORMATION YOU ARE LOOKING FOR ON NKO? \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q7 HOW EASY IS IT TO FIND INFORMATION YOU ARE LOOKING FOR ON NKO?	Very easy	5.6%	6.0%	5.5%	5.9%
	Easy	32.3%	33.1%	27.4%	32.2%
	Neither easy nor difficult	45.4%	42.8%	45.7%	43.7%
	Difficult	14.1%	14.7%	17.0%	14.9%
	Very difficult	2.7%	3.3%	4.4%	3.3%
Total		100.0%	100.0%	100.0%	100.0%

**Q7 HOW EASY IS IT TO FIND INFORMATION YOU ARE LOOKING FOR ON NKO? \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q7 HOW EASY IS IT TO FIND INFORMATION YOU ARE LOOKING FOR ON NKO?	Very easy	4.2%	8.9%	5.9%
	Easy	29.5%	36.9%	32.2%
	Neither easy nor difficult	45.1%	41.2%	43.7%
	Difficult	17.1%	11.1%	14.9%
	Very difficult	4.1%	1.9%	3.3%
Total		100.0%	100.0%	100.0%

**Q7 HOW EASY IS IT TO FIND INFORMATION YOU ARE LOOKING FOR ON NKO? \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q7 HOW EASY IS IT TO FIND INFORMATION YOU ARE LOOKING FOR ON NKO?	Very easy	6.0%	5.3%	5.9%
	Easy	31.0%	38.9%	32.2%
	Neither easy nor difficult	44.5%	39.2%	43.7%
	Difficult	14.8%	15.4%	14.9%
	Very difficult	3.7%	1.2%	3.3%
Total		100.0%	100.0%	100.0%

**Q8A MY COMMAND HAS AN ADEQUATE NUMBER OF PERSONNEL \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q8A MY COMMAND HAS AN ADEQUATE NUMBER OF PERSONNEL	Agree	71.5%	71.6%	79.4%	72.5%
	Neither agree nor disagree	15.5%	11.8%	7.0%	12.0%
	Disagree	12.2%	15.9%	13.3%	14.7%
	Don't know	.8%	.7%	.2%	.7%
Total		100.0%	100.0%	100.0%	100.0%

**Q8A MY COMMAND HAS AN ADEQUATE NUMBER OF PERSONNEL \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q8A MY COMMAND HAS AN ADEQUATE NUMBER OF PERSONNEL	Agree	70.2%	76.9%	72.5%
	Neither agree nor disagree	12.3%	11.5%	12.0%
	Disagree	16.9%	10.8%	14.7%
	Don't know	.6%	.9%	.7%
Total		100.0%	100.0%	100.0%

**Q8A MY COMMAND HAS AN ADEQUATE NUMBER OF PERSONNEL \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q8A MY COMMAND HAS AN ADEQUATE NUMBER OF PERSONNEL	Agree	73.2%	68.4%	72.5%
	Neither agree nor disagree	11.7%	14.1%	12.0%
	Disagree	14.5%	16.3%	14.7%
	Don't know	.6%	1.2%	.7%
Total		100.0%	100.0%	100.0%

**Q8B MY COMMAND HAS ADEQUATE TOOLS \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q8B MY COMMAND HAS ADEQUATE TOOLS	Agree	66.5%	63.9%	76.8%	66.0%
	Neither agree nor disagree	15.3%	16.8%	9.9%	15.7%
	Disagree	17.1%	18.9%	13.2%	17.8%
	Don't know	1.1%	.4%	.1%	.5%
Total		100.0%	100.0%	100.0%	100.0%

**Q8B MY COMMAND HAS ADEQUATE TOOLS \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q8B MY COMMAND HAS ADEQUATE TOOLS	Agree	64.1%	69.6%	66.0%
	Neither agree nor disagree	16.1%	14.9%	15.7%
	Disagree	19.4%	14.9%	17.8%
	Don't know	.5%	.7%	.5%
Total		100.0%	100.0%	100.0%

**Q8B MY COMMAND HAS ADEQUATE TOOLS \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q8B MY COMMAND HAS ADEQUATE TOOLS	Agree	66.2%	65.1%	66.0%
	Neither agree nor disagree	15.4%	17.5%	15.7%
	Disagree	18.0%	16.5%	17.8%
	Don't know	.5%	.8%	.5%
Total		100.0%	100.0%	100.0%

**Q8C MY COMMAND HAS ADEQUATE SPARE PARTS AND/OR SUPPLIES \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q8C MY COMMAND	Agree	46.3%	48.5%	51.3%	48.4%
HAS ADEQUATE	Neither agree	26.7%	21.6%	19.4%	22.5%
SPARE PARTS	nor disagree				
AND/OR SUPPLIES	Disagree	22.8%	27.6%	27.5%	26.5%
	Don't know	4.2%	2.3%	1.8%	2.7%
Total		100.0%	100.0%	100.0%	100.0%

**Q8C MY COMMAND HAS ADEQUATE SPARE PARTS AND/OR SUPPLIES \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q8C MY COMMAND	Agree	45.3%	53.9%	48.4%
HAS ADEQUATE	Neither agree	23.6%	20.4%	22.5%
SPARE PARTS	nor disagree			
AND/OR SUPPLIES	Disagree	28.3%	23.1%	26.5%
	Don't know	2.8%	2.5%	2.7%
Total		100.0%	100.0%	100.0%

**Q8C MY COMMAND HAS ADEQUATE SPARE PARTS AND/OR SUPPLIES \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q8C MY COMMAND	Agree	48.4%	48.1%	48.4%
HAS ADEQUATE	Neither agree	22.5%	22.5%	22.5%
SPARE PARTS	nor disagree			
AND/OR SUPPLIES	Disagree	26.8%	24.9%	26.5%
	Don't know	2.4%	4.5%	2.7%
Total		100.0%	100.0%	100.0%

**Q8D MY COMMAND HAS ADEQUATE NAVY SUPPORT SERVICES \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q8D MY COMMAND	Agree	68.0%	69.7%	74.5%	69.9%
HAS ADEQUATE	Neither agree	17.3%	15.8%	12.5%	15.7%
NAVY SUPPORT	nor disagree				
SERVICES	Disagree	13.2%	13.2%	12.7%	13.2%
	Don't know	1.5%	1.3%	.3%	1.2%
Total		100.0%	100.0%	100.0%	100.0%



**Q8D MY COMMAND HAS ADEQUATE NAVY SUPPORT SERVICES \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q8D MY COMMAND	Agree	67.2%	74.7%	69.9%
HAS ADEQUATE	Neither agree	16.6%	14.2%	15.7%
NAVY SUPPORT	nor disagree			
SERVICES	Disagree	15.1%	9.7%	13.2%
	Don't know	1.2%	1.4%	1.2%
Total		100.0%	100.0%	100.0%

**Q8D MY COMMAND HAS ADEQUATE NAVY SUPPORT SERVICES \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q8D MY COMMAND	Agree	70.0%	69.2%	69.9%
HAS ADEQUATE	Neither agree	15.5%	17.4%	15.7%
NAVY SUPPORT	nor disagree			
SERVICES	Disagree	13.2%	12.8%	13.2%
	Don't know	1.3%	.6%	1.2%
Total		100.0%	100.0%	100.0%

**Q9 HOW WOULD YOU RATE OVERALL MORALE AT YOUR PRESENT COMMAND? \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q9 HOW WOULD YOU	High	28.4%	28.5%	50.1%	31.0%
RATE OVERALL	Medium	36.5%	41.0%	38.8%	39.8%
MORALE AT YOUR	Low	35.1%	30.5%	11.1%	29.2%
PRESENT COMMAND?					
Total		100.0%	100.0%	100.0%	100.0%

**Q9 HOW WOULD YOU RATE OVERALL MORALE AT YOUR PRESENT COMMAND? \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q9 HOW WOULD YOU	High	30.0%	32.9%	31.0%
RATE OVERALL	Medium	39.2%	40.8%	39.8%
MORALE AT YOUR	Low	30.8%	26.2%	29.2%
PRESENT COMMAND?				
Total		100.0%	100.0%	100.0%

**Q9 HOW WOULD YOU RATE OVERALL MORALE AT YOUR PRESENT COMMAND? \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q9 HOW WOULD YOU RATE OVERALL MORALE AT YOUR PRESENT COMMAND?	High	31.9%	25.6%	31.0%
	Medium	39.8%	39.6%	39.8%
	Low	28.3%	34.8%	29.2%
Total		100.0%	100.0%	100.0%

**Q10A ADVANCEMENT/PROMOTION OPPORTUNITIES \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q10A ADVANCEMENT/PROMOTION OPPORTUNITIES	Positive effect	44.1%	54.6%	58.5%	52.7%
	No effect	24.8%	19.0%	14.3%	19.7%
	Negative effect	26.5%	22.7%	26.0%	24.0%
	Don't know	4.6%	3.7%	1.2%	3.6%
Total		100.0%	100.0%	100.0%	100.0%

**Q10A ADVANCEMENT/PROMOTION OPPORTUNITIES \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q10A ADVANCEMENT/PROMOTION OPPORTUNITIES	Positive effect	51.3%	55.3%	52.7%
	No effect	20.0%	19.2%	19.7%
	Negative effect	25.3%	21.4%	24.0%
	Don't know	3.4%	4.1%	3.6%
Total		100.0%	100.0%	100.0%

**Q10A ADVANCEMENT/PROMOTION OPPORTUNITIES \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q10A ADVANCEMENT/PROMOTION OPPORTUNITIES	Positive effect	53.4%	48.1%	52.7%
	No effect	19.9%	18.6%	19.7%
	Negative effect	23.7%	25.6%	24.0%
	Don't know	3.0%	7.7%	3.6%
Total		100.0%	100.0%	100.0%

**Q10B PERFORMANCE EVALUATION SYSTEM \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q10B PERFORMANCE EVALUATION SYSTEM	Positive effect	44.2%	46.9%	54.2%	47.1%
	No effect	28.1%	23.2%	21.7%	24.1%
	Negative effect	19.5%	25.4%	22.3%	23.7%
	Don't know	8.2%	4.5%	1.8%	5.0%
Total		100.0%	100.0%	100.0%	100.0%

**Q10B PERFORMANCE EVALUATION SYSTEM \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q10B PERFORMANCE EVALUATION SYSTEM	Positive effect	44.8%	51.5%	47.1%
	No effect	25.9%	20.9%	24.1%
	Negative effect	24.2%	22.7%	23.7%
	Don't know	5.1%	4.9%	5.0%
Total		100.0%	100.0%	100.0%

**Q10B PERFORMANCE EVALUATION SYSTEM \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q10B PERFORMANCE EVALUATION SYSTEM	Positive effect	47.4%	45.4%	47.1%
	No effect	25.0%	18.9%	24.1%
	Negative effect	23.2%	26.6%	23.7%
	Don't know	4.4%	9.1%	5.0%
Total		100.0%	100.0%	100.0%

**Q10C SUPPLY OF SPARE PARTS/SUPPLIES \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q10C SUPPLY OF SPARE PARTS/SUPPLIES	Positive effect	29.8%	26.3%	29.0%	27.4%
	No effect	40.4%	37.1%	35.5%	37.6%
	Negative effect	18.9%	29.7%	31.3%	27.5%
	Don't know	10.9%	6.9%	4.2%	7.5%
Total		100.0%	100.0%	100.0%	100.0%

**Q10C SUPPLY OF SPARE PARTS/SUPPLIES \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q10C SUPPLY OF SPARE PARTS/SUPPLIES	Positive effect	21.8%	37.7%	27.4%
	No effect	40.6%	32.3%	37.6%
	Negative effect	29.8%	23.2%	27.5%
	Don't know	7.8%	6.8%	7.5%
Total		100.0%	100.0%	100.0%

**Q10C SUPPLY OF SPARE PARTS/SUPPLIES \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q10C SUPPLY OF SPARE PARTS/SUPPLIES	Positive effect	27.4%	27.1%	27.4%
	No effect	38.5%	32.6%	37.6%
	Negative effect	27.4%	28.4%	27.5%
	Don't know	6.7%	11.9%	7.5%
Total		100.0%	100.0%	100.0%

**Q10D QUALITY OF NAVY TRAINING PROGRAMS \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q10D QUALITY OF NAVY TRAINING PROGRAMS	Positive effect	52.7%	48.6%	58.4%	50.7%
	No effect	27.7%	32.1%	27.5%	30.5%
	Negative effect	16.0%	15.8%	13.0%	15.5%
	Don't know	3.7%	3.5%	1.0%	3.3%
Total		100.0%	100.0%	100.0%	100.0%

**Q10D QUALITY OF NAVY TRAINING PROGRAMS \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q10D QUALITY OF NAVY TRAINING PROGRAMS	Positive effect	45.4%	60.3%	50.7%
	No effect	34.0%	24.2%	30.5%
	Negative effect	17.2%	12.4%	15.5%
	Don't know	3.4%	3.1%	3.3%
Total		100.0%	100.0%	100.0%

**Q10D QUALITY OF NAVY TRAINING PROGRAMS \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q10D QUALITY OF NAVY TRAINING PROGRAMS	Positive effect	50.4%	52.4%	50.7%
	No effect	31.2%	26.9%	30.5%
	Negative effect	15.7%	14.5%	15.5%
	Don't know	2.8%	6.2%	3.3%
Total		100.0%	100.0%	100.0%

**Q10E QUALITY OF EDUCATION PROGRAMS \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q10E QUALITY OF EDUCATION PROGRAMS	Positive effect	57.2%	62.8%	70.4%	62.5%
	No effect	23.6%	21.8%	20.3%	22.0%
	Negative effect	13.9%	12.4%	7.6%	12.2%
	Don't know	5.3%	2.9%	1.6%	3.3%
Total		100.0%	100.0%	100.0%	100.0%

**Q10E QUALITY OF EDUCATION PROGRAMS \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q10E QUALITY OF EDUCATION PROGRAMS	Positive effect	59.3%	68.4%	62.5%
	No effect	23.9%	18.6%	22.0%
	Negative effect	13.6%	9.7%	12.2%
	Don't know	3.3%	3.3%	3.3%
Total		100.0%	100.0%	100.0%

**Q10E QUALITY OF EDUCATION PROGRAMS \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q10E QUALITY OF EDUCATION PROGRAMS	Positive effect	62.1%	64.5%	62.5%
	No effect	22.4%	19.9%	22.0%
	Negative effect	12.6%	10.0%	12.2%
	Don't know	2.9%	5.6%	3.3%
Total		100.0%	100.0%	100.0%

**Q10F CO-WORKERS/SHIPMATES \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q10F CO-WORKERS/ SHIPMATES	Positive effect	53.7%	62.0%	78.0%	62.0%
	No effect	20.1%	17.5%	11.6%	17.4%
	Negative effect	23.9%	19.4%	9.6%	19.2%
	Don't know	2.3%	1.1%	.8%	1.3%
Total		100.0%	100.0%	100.0%	100.0%

**Q10F CO-WORKERS/SHIPMATES \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q10F CO-WORKERS/ SHIPMATES	Positive effect	61.6%	62.8%	62.0%
	No effect	17.1%	18.0%	17.4%
	Negative effect	20.2%	17.5%	19.2%
	Don't know	1.2%	1.7%	1.3%
Total		100.0%	100.0%	100.0%

**Q10F CO-WORKERS/SHIPMATES \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q10F CO-WORKERS/ SHIPMATES	Positive effect	62.8%	57.4%	62.0%
	No effect	17.7%	15.4%	17.4%
	Negative effect	18.5%	23.7%	19.2%
	Don't know	1.0%	3.4%	1.3%
Total		100.0%	100.0%	100.0%

**Q10G IMMEDIATE SUPERVISOR \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q10G IMMEDIATE SUPERVISOR	Positive effect	58.9%	62.2%	72.5%	62.7%
	No effect	18.4%	17.1%	15.1%	17.1%
	Negative effect	21.2%	19.7%	11.5%	19.1%
	Don't know	1.6%	1.0%	.8%	1.1%
Total		100.0%	100.0%	100.0%	100.0%

**Q10G IMMEDIATE SUPERVISOR \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q10G IMMEDIATE SUPERVISOR	Positive effect	61.9%	64.2%	62.7%
	No effect	17.8%	15.9%	17.1%
	Negative effect	19.5%	18.3%	19.1%
	Don't know	.8%	1.6%	1.1%
Total		100.0%	100.0%	100.0%

**Q10G IMMEDIATE SUPERVISOR \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q10G IMMEDIATE SUPERVISOR	Positive effect	63.6%	57.4%	62.7%
	No effect	17.2%	16.4%	17.1%
	Negative effect	18.4%	23.3%	19.1%
	Don't know	.8%	2.9%	1.1%
Total		100.0%	100.0%	100.0%

**Q10H COMMAND LEADERSHIP \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q10H COMMAND LEADERSHIP	Positive effect	51.5%	49.0%	67.3%	51.8%
	No effect	19.1%	19.8%	13.0%	18.8%
	Negative effect	28.1%	29.7%	18.8%	28.1%
	Don't know	1.3%	1.4%	1.0%	1.4%
Total		100.0%	100.0%	100.0%	100.0%

**Q10H COMMAND LEADERSHIP \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q10H COMMAND LEADERSHIP	Positive effect	48.4%	58.0%	51.8%
	No effect	19.8%	17.0%	18.8%
	Negative effect	30.8%	23.0%	28.1%
	Don't know	1.0%	2.0%	1.4%
Total		100.0%	100.0%	100.0%

**Q10H COMMAND LEADERSHIP \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q10H COMMAND LEADERSHIP	Positive effect	52.7%	46.3%	51.8%
	No effect	18.9%	18.4%	18.8%
	Negative effect	27.5%	31.7%	28.1%
	Don't know	1.0%	3.6%	1.4%
Total		100.0%	100.0%	100.0%

**Q10I PACE OF WORK \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q10I PACE OF WORK	Positive effect	48.0%	42.4%	51.1%	44.7%
	No effect	26.2%	27.4%	22.3%	26.5%
	Negative effect	24.7%	28.5%	26.3%	27.4%
	Don't know	1.2%	1.6%	.3%	1.4%
Total		100.0%	100.0%	100.0%	100.0%

**Q10I PACE OF WORK \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q10I PACE OF WORK	Positive effect	40.5%	52.4%	44.7%
	No effect	28.0%	23.9%	26.5%
	Negative effect	30.0%	22.5%	27.4%
	Don't know	1.5%	1.1%	1.4%
Total		100.0%	100.0%	100.0%

**Q10I PACE OF WORK \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q10I PACE OF WORK	Positive effect	44.1%	48.6%	44.7%
	No effect	26.8%	24.7%	26.5%
	Negative effect	27.9%	24.0%	27.4%
	Don't know	1.1%	2.8%	1.4%
Total		100.0%	100.0%	100.0%



**Q10J WORKLOAD \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q10J WORKLOAD	Positive effect	39.0%	38.8%	46.2%	39.8%
	No effect	28.2%	26.1%	24.4%	26.4%
	Negative effect	30.8%	33.5%	29.1%	32.3%
	Don't know	1.9%	1.7%	.3%	1.6%
Total		100.0%	100.0%	100.0%	100.0%

**Q10J WORKLOAD \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q10J WORKLOAD	Positive effect	35.9%	46.7%	39.8%
	No effect	26.6%	25.9%	26.4%
	Negative effect	35.8%	26.0%	32.3%
	Don't know	1.6%	1.4%	1.6%
Total		100.0%	100.0%	100.0%

**Q10J WORKLOAD \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q10J WORKLOAD	Positive effect	39.4%	41.7%	39.8%
	No effect	26.8%	23.6%	26.4%
	Negative effect	32.7%	30.3%	32.3%
	Don't know	1.1%	4.4%	1.6%
Total		100.0%	100.0%	100.0%

**Q10K UNIT/WORKGROUP MANNING \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q10K UNIT/WORKGROUP MANNING	Positive effect	41.0%	35.6%	38.5%	37.2%
	No effect	30.9%	27.5%	22.5%	27.6%
	Negative effect	22.6%	33.9%	37.5%	31.8%
	Don't know	5.5%	3.0%	1.5%	3.4%
Total		100.0%	100.0%	100.0%	100.0%

**Q10K UNIT/WORKGROUP MANNING \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q10K UNIT/WORKGROUP MANNING	Positive effect	32.7%	45.4%	37.2%
	No effect	28.8%	25.5%	27.6%
	Negative effect	34.9%	26.1%	31.8%
	Don't know	3.6%	2.9%	3.4%
Total		100.0%	100.0%	100.0%

**Q10K UNIT/WORKGROUP MANNING \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q10K UNIT/WORKGROUP MANNING	Positive effect	36.8%	39.5%	37.2%
	No effect	28.8%	20.9%	27.6%
	Negative effect	31.6%	33.2%	31.8%
	Don't know	2.9%	6.3%	3.4%
Total		100.0%	100.0%	100.0%

**Q10L PAY/BONUSES/OTHER COMPENSATION \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q10L PAY/BONUSES/OTHER COMPENSATION	Positive effect	40.9%	48.6%	48.0%	46.8%
	No effect	28.8%	28.7%	35.8%	29.5%
	Negative effect	24.2%	19.0%	13.3%	19.5%
	Don't know	6.1%	3.8%	2.9%	4.2%
Total		100.0%	100.0%	100.0%	100.0%

**Q10L PAY/BONUSES/OTHER COMPENSATION \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q10L PAY/BONUSES/OTHER COMPENSATION	Positive effect	46.7%	46.9%	46.8%
	No effect	28.5%	31.4%	29.5%
	Negative effect	21.1%	16.5%	19.5%
	Don't know	3.6%	5.2%	4.2%
Total		100.0%	100.0%	100.0%

### Q10L PAY/BONUSES/OTHER COMPENSATION \* Q55 GENDER Crosstabulation

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q10L	Positive effect	48.0%	39.5%	46.8%
PAY/BONUSES/OTHER	No effect	29.2%	31.9%	29.5%
COMPENSATION	Negative effect	19.3%	20.7%	19.5%
	Don't know	3.5%	7.9%	4.2%
Total		100.0%	100.0%	100.0%

### Q10M AMOUNT OF TIME OFF \* PAYGRP Crosstabulation

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q10M AMOUNT	Positive effect	47.7%	50.3%	65.1%	51.5%
OF TIME OFF	No effect	18.9%	16.0%	16.5%	16.7%
	Negative effect	31.7%	32.6%	18.0%	30.6%
	Don't know	1.7%	1.1%	.4%	1.1%
Total		100.0%	100.0%	100.0%	100.0%

### Q10M AMOUNT OF TIME OFF \* RACEGRP Crosstabulation

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q10M AMOUNT	Positive effect	49.1%	55.9%	51.5%
OF TIME OFF	No effect	16.6%	17.0%	16.7%
	Negative effect	33.0%	26.3%	30.6%
	Don't know	1.3%	.8%	1.1%
Total		100.0%	100.0%	100.0%

### Q10M AMOUNT OF TIME OFF \* Q55 GENDER Crosstabulation

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q10M AMOUNT	Positive effect	51.5%	51.4%	51.5%
OF TIME OFF	No effect	16.9%	16.1%	16.7%
	Negative effect	30.8%	29.9%	30.6%
	Don't know	.9%	2.6%	1.1%
Total		100.0%	100.0%	100.0%

### Q10N NAVY SUPPORT SERVICES \* PAYGRP Crosstabulation

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q10N NAVY SUPPORT SERVICES	Positive effect	55.8%	54.0%	55.1%	54.5%
	No effect	27.4%	30.3%	27.5%	29.3%
	Negative effect	12.3%	12.6%	15.8%	12.9%
	Don't know	4.5%	3.2%	1.7%	3.3%
Total		100.0%	100.0%	100.0%	100.0%

### Q10N NAVY SUPPORT SERVICES \* RACEGRP Crosstabulation

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q10N NAVY SUPPORT SERVICES	Positive effect	49.0%	64.5%	54.5%
	No effect	33.0%	22.6%	29.3%
	Negative effect	14.3%	10.4%	12.9%
	Don't know	3.8%	2.5%	3.3%
Total		100.0%	100.0%	100.0%

### Q10N NAVY SUPPORT SERVICES \* Q55 GENDER Crosstabulation

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q10N NAVY SUPPORT SERVICES	Positive effect	54.9%	52.2%	54.5%
	No effect	29.6%	27.2%	29.3%
	Negative effect	12.5%	15.2%	12.9%
	Don't know	3.0%	5.3%	3.3%
Total		100.0%	100.0%	100.0%

### Q100 TEMPO \* PAYGRP Crosstabulation

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q100 TEMPO	Positive effect	23.0%	23.3%	26.9%	23.7%
	No effect	36.2%	37.7%	41.0%	37.8%
	Negative effect	30.1%	31.7%	29.1%	31.1%
	Don't know	10.6%	7.3%	3.0%	7.5%
Total		100.0%	100.0%	100.0%	100.0%

**Q100 TEMPO \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q100 TEMPO	Positive effect	20.4%	29.6%	23.7%
	No effect	39.3%	35.0%	37.8%
	Negative effect	32.4%	28.6%	31.1%
	Don't know	7.9%	6.7%	7.5%
Total		100.0%	100.0%	100.0%

**Q100 TEMPO \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q100 TEMPO	Positive effect	23.9%	22.0%	23.7%
	No effect	37.7%	38.2%	37.8%
	Negative effect	31.6%	27.7%	31.1%
	Don't know	6.7%	12.2%	7.5%
Total		100.0%	100.0%	100.0%

**Q10P PERFORMANCE OF CREW/WORK TEAM/SHIP ON EXERCISES \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q10P PERFORMANCE OF CREW/WORK TEAM/SHIP ON EXERCISES	Positive effect	54.9%	54.8%	66.8%	56.2%
	No effect	27.0%	30.4%	24.9%	29.0%
	Negative effect	12.2%	9.6%	5.6%	9.7%
	Don't know	5.9%	5.3%	2.7%	5.1%
Total		100.0%	100.0%	100.0%	100.0%

**Q10P PERFORMANCE OF CREW/WORK TEAM/SHIP ON EXERCISES \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q10P PERFORMANCE OF CREW/WORK TEAM/SHIP ON EXERCISES	Positive effect	53.4%	61.4%	56.2%
	No effect	32.0%	23.5%	29.0%
	Negative effect	9.6%	9.9%	9.7%
	Don't know	5.1%	5.2%	5.1%
Total		100.0%	100.0%	100.0%

**Q10P PERFORMANCE OF CREW/WORK TEAM/SHIP ON EXERCISES \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q10P PERFORMANCE OF CREW/WORK TEAM/SHIP ON EXERCISES	Positive effect	57.1%	51.0%	56.2%
	No effect	29.3%	27.2%	29.0%
	Negative effect	9.1%	13.5%	9.7%
	Don't know	4.6%	8.3%	5.1%
Total		100.0%	100.0%	100.0%

**Q11 CONSIDERING EVERYTHING HOW SATISFIED ARE YOU WITH YOUR NAVY JOB? \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q11 CONSIDERING EVERYTHING HOW SATISFIED ARE YOU WITH YOUR NAVY JOB?	Satisfied	45.4%	61.3%	80.0%	60.0%
	Neither satisfied nor dissatisfied	23.8%	18.7%	9.2%	18.7%
	Dissatisfied	30.8%	20.0%	10.7%	21.3%
Total		100.0%	100.0%	100.0%	100.0%

**Q11 CONSIDERING EVERYTHING HOW SATISFIED ARE YOU WITH YOUR NAVY JOB? \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q11 CONSIDERING EVERYTHING HOW SATISFIED ARE YOU WITH YOUR NAVY JOB?	Satisfied	59.8%	60.4%	60.0%
	Neither satisfied nor dissatisfied	17.8%	20.2%	18.7%
	Dissatisfied	22.4%	19.3%	21.3%
Total		100.0%	100.0%	100.0%

**Q11 CONSIDERING EVERYTHING HOW SATISFIED ARE YOU WITH YOUR NAVY JOB? \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q11 CONSIDERING EVERYTHING HOW SATISFIED ARE YOU WITH YOUR NAVY JOB?	Satisfied	60.9%	54.7%	60.0%
	Neither satisfied nor dissatisfied	18.1%	22.2%	18.7%
	Dissatisfied	21.0%	23.1%	21.3%
Total		100.0%	100.0%	100.0%

**Q12A LEADERSHIP IS SUPPORTIVE OF GENDER INTEGRATION \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q12A LEADERSHIP IS SUPPORTIVE OF GENDER INTEGRATION	Agree	68.7%	70.9%	84.7%	72.0%
	Neither agree nor disagree	20.5%	16.7%	11.9%	17.0%
	Disagree	7.5%	7.6%	2.1%	6.9%
	Don't know	3.2%	4.9%	1.3%	4.1%
Total		100.0%	100.0%	100.0%	100.0%

**Q12A LEADERSHIP IS SUPPORTIVE OF GENDER INTEGRATION \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q12A LEADERSHIP IS SUPPORTIVE OF GENDER INTEGRATION	Agree	72.6%	71.0%	72.0%
	Neither agree nor disagree	16.7%	17.6%	17.0%
	Disagree	6.5%	7.7%	6.9%
	Don't know	4.2%	3.8%	4.1%
Total		100.0%	100.0%	100.0%

**Q12A LEADERSHIP IS SUPPORTIVE OF GENDER INTEGRATION \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q12A LEADERSHIP IS SUPPORTIVE OF GENDER INTEGRATION	Agree	72.7%	68.0%	72.0%
	Neither agree nor disagree	16.9%	17.2%	17.0%
	Disagree	5.9%	13.1%	6.9%
	Don't know	4.5%	1.6%	4.1%
Total		100.0%	100.0%	100.0%

**Q12B WOMEN HAVE THE ABILITY TO SUCCESSFULLY CARRY OUT THE DUTIES OF COMBATANT ROLES \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q12B WOMEN HAVE THE ABILITY TO SUCCESSFULLY CARRY OUT THE DUTIES OF COMBATANT ROLES	Agree	65.4%	62.5%	72.3%	64.4%
	Neither agree nor disagree	17.6%	16.7%	17.1%	17.0%
	Disagree	10.7%	12.5%	5.2%	11.2%
	Don't know	6.3%	8.2%	5.3%	7.4%
Total		100.0%	100.0%	100.0%	100.0%

**Q12B WOMEN HAVE THE ABILITY TO SUCCESSFULLY CARRY OUT THE DUTIES OF  
COMBATANT ROLES \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q12B WOMEN HAVE THE ABILITY TO SUCCESSFULLY CARRY OUT THE DUTIES OF COMBATANT ROLES	Agree	61.9%	68.9%	64.4%
	Neither agree nor disagree	17.5%	16.0%	17.0%
	Disagree	12.9%	8.3%	11.2%
	Don't know	7.8%	6.8%	7.4%
Total		100.0%	100.0%	100.0%

**Q12B WOMEN HAVE THE ABILITY TO SUCCESSFULLY CARRY OUT THE DUTIES OF  
COMBATANT ROLES \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q12B WOMEN HAVE THE ABILITY TO SUCCESSFULLY CARRY OUT THE DUTIES OF COMBATANT ROLES	Agree	62.2%	77.1%	64.4%
	Neither agree nor disagree	17.6%	13.1%	17.0%
	Disagree	12.0%	6.4%	11.2%
	Don't know	8.1%	3.4%	7.4%
Total		100.0%	100.0%	100.0%

**Q12C WOMEN ARE BEING SUCCESSFULLY INTEGRATED INTO COMBATANT SHIPS AND AVIATION  
SQUADRONS \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q12C WOMEN ARE BEING SUCCESSFULLY INTEGRATED INTO COMBATANT SHIPS AND AVIATION SQUADRONS	Agree	54.6%	54.6%	61.3%	55.4%
	Neither agree nor disagree	21.2%	20.5%	20.9%	20.7%
	Disagree	8.3%	8.9%	6.7%	8.5%
	Don't know	15.9%	16.0%	11.0%	15.4%
Total		100.0%	100.0%	100.0%	100.0%



**Q12C WOMEN ARE BEING SUCCESSFULLY INTEGRATED INTO COMBATANT SHIPS  
AND AVIATION SQUADRONS \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q12C WOMEN ARE BEING SUCCESSFULLY INTEGRATED INTO COMBATANT SHIPS AND AVIATION SQUADRONS	Agree	52.3%	60.9%	55.4%
	Neither agree nor disagree	21.1%	20.1%	20.7%
	Disagree	9.3%	7.1%	8.5%
	Don't know	17.3%	11.8%	15.4%
Total		100.0%	100.0%	100.0%

**Q12C WOMEN ARE BEING SUCCESSFULLY INTEGRATED INTO COMBATANT SHIPS  
AND AVIATION SQUADRONS \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q12C WOMEN ARE BEING SUCCESSFULLY INTEGRATED INTO COMBATANT SHIPS AND AVIATION SQUADRONS	Agree	54.9%	58.3%	55.4%
	Neither agree nor disagree	20.9%	19.5%	20.7%
	Disagree	8.1%	11.2%	8.5%
	Don't know	16.1%	11.0%	15.4%
Total		100.0%	100.0%	100.0%

**Q12A LEADERSHIP IS SUPPORTIVE OF GENDER INTEGRATION \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q12A LEADERSHIP IS SUPPORTIVE OF GENDER INTEGRATION	Agree	71.0%	74.5%	85.8%	75.1%
	Neither agree nor disagree	21.2%	17.6%	12.1%	17.7%
	Disagree	7.8%	8.0%	2.1%	7.2%
Total		100.0%	100.0%	100.0%	100.0%

**Q12A LEADERSHIP IS SUPPORTIVE OF GENDER INTEGRATION \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q12A LEADERSHIP IS SUPPORTIVE OF GENDER INTEGRATION	Agree	75.8%	73.8%	75.1%
	Neither agree nor disagree	17.4%	18.2%	17.7%
	Disagree	6.8%	8.0%	7.2%
Total		100.0%	100.0%	100.0%

**Q12A LEADERSHIP IS SUPPORTIVE OF GENDER INTEGRATION \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q12A LEADERSHIP IS SUPPORTIVE OF GENDER INTEGRATION	Agree	76.1%	69.2%	75.1%
	Neither agree nor disagree	17.7%	17.5%	17.7%
	Disagree	6.2%	13.3%	7.2%
Total		100.0%	100.0%	100.0%

**Q12B WOMEN HAVE THE ABILITY TO SUCCESSFULLY CARRY OUT THE DUTIES OF COMBATANT ROLES \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q12B WOMEN HAVE THE ABILITY TO SUCCESSFULLY CARRY OUT THE DUTIES OF COMBATANT ROLES	Agree	69.8%	68.1%	76.4%	69.5%
	Neither agree nor disagree	18.8%	18.2%	18.1%	18.3%
	Disagree	11.4%	13.7%	5.5%	12.1%
Total		100.0%	100.0%	100.0%	100.0%

**Q12B WOMEN HAVE THE ABILITY TO SUCCESSFULLY CARRY OUT THE DUTIES OF COMBATANT ROLES \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q12B WOMEN HAVE THE ABILITY TO SUCCESSFULLY CARRY OUT THE DUTIES OF COMBATANT ROLES	Agree	67.1%	73.9%	69.5%
	Neither agree nor disagree	19.0%	17.2%	18.3%
	Disagree	13.9%	8.9%	12.1%
Total		100.0%	100.0%	100.0%

**Q12B WOMEN HAVE THE ABILITY TO SUCCESSFULLY CARRY OUT THE DUTIES OF COMBATANT ROLES \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q12B WOMEN HAVE THE ABILITY TO SUCCESSFULLY CARRY OUT THE DUTIES OF COMBATANT ROLES	Agree	67.7%	79.8%	69.5%
	Neither agree nor disagree	19.2%	13.6%	18.3%
	Disagree	13.1%	6.6%	12.1%
Total		100.0%	100.0%	100.0%

**Q12C WOMEN ARE BEING SUCCESSFULLY INTEGRATED INTO COMBATANT SHIPS AND AVIATION SQUADRONS \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q12C WOMEN ARE BEING SUCCESSFULLY INTEGRATED INTO COMBATANT SHIPS AND AVIATION SQUADRONS	Agree	64.9%	64.9%	68.9%	65.4%
	Neither agree nor disagree	25.2%	24.4%	23.5%	24.5%
	Disagree	9.9%	10.6%	7.6%	10.1%
	Total	100.0%	100.0%	100.0%	100.0%

**Q12C WOMEN ARE BEING SUCCESSFULLY INTEGRATED INTO COMBATANT SHIPS AND AVIATION SQUADRONS \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q12C WOMEN ARE BEING SUCCESSFULLY INTEGRATED INTO COMBATANT SHIPS AND AVIATION SQUADRONS	Agree	63.3%	69.1%	65.4%
	Neither agree nor disagree	25.5%	22.8%	24.5%
	Disagree	11.3%	8.1%	10.1%
	Total	100.0%	100.0%	100.0%

**Q12C WOMEN ARE BEING SUCCESSFULLY INTEGRATED INTO COMBATANT SHIPS AND AVIATION SQUADRONS \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q12C WOMEN ARE BEING SUCCESSFULLY INTEGRATED INTO COMBATANT SHIPS AND AVIATION SQUADRONS	Agree	65.4%	65.5%	65.4%
	Neither agree nor disagree	24.9%	21.9%	24.5%
	Disagree	9.7%	12.6%	10.1%
	Total	100.0%	100.0%	100.0%

**Q13A THE AMOUNT OF FREEDOM GIVEN TO DO JOB? \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q13A THE AMOUNT OF FREEDOM GIVEN TO DO JOB?	Satisfied	64.0%	67.8%	82.7%	68.7%
	Neither satisfied nor dissatisfied	17.7%	15.2%	8.3%	14.9%
	Dissatisfied	18.3%	17.0%	8.9%	16.3%
	Total	100.0%	100.0%	100.0%	100.0%

**Q13A THE AMOUNT OF FREEDOM GIVEN TO DO JOB? \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q13A THE AMOUNT OF FREEDOM GIVEN TO DO JOB?	Satisfied	67.0%	72.0%	68.7%
	Neither satisfied nor dissatisfied	15.3%	14.3%	14.9%
	Dissatisfied	17.7%	13.7%	16.3%
Total		100.0%	100.0%	100.0%

**Q13A THE AMOUNT OF FREEDOM GIVEN TO DO JOB? \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q13A THE AMOUNT OF FREEDOM GIVEN TO DO JOB?	Satisfied	68.7%	69.3%	68.7%
	Neither satisfied nor dissatisfied	15.2%	13.4%	14.9%
	Dissatisfied	16.2%	17.3%	16.3%
Total		100.0%	100.0%	100.0%

**Q13B THE AMOUNT OF RESPONSIBILITY ON JOB? \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q13B THE AMOUNT OF RESPONSIBILITY ON JOB?	Satisfied	64.4%	74.4%	86.0%	73.5%
	Neither satisfied nor dissatisfied	20.6%	14.9%	8.1%	15.3%
	Dissatisfied	15.0%	10.8%	5.9%	11.1%
Total		100.0%	100.0%	100.0%	100.0%

**Q13B THE AMOUNT OF RESPONSIBILITY ON JOB? \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q13B THE AMOUNT OF RESPONSIBILITY ON JOB?	Satisfied	72.4%	75.6%	73.5%
	Neither satisfied nor dissatisfied	15.5%	15.0%	15.3%
	Dissatisfied	12.1%	9.4%	11.1%
Total		100.0%	100.0%	100.0%

**Q13B THE AMOUNT OF RESPONSIBILITY ON JOB? \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q13B THE AMOUNT OF RESPONSIBILITY ON JOB?	Satisfied	74.1%	70.1%	73.5%
	Neither satisfied nor dissatisfied	15.3%	15.6%	15.3%
	Dissatisfied	10.6%	14.3%	11.1%
Total		100.0%	100.0%	100.0%

**Q13C THE AMOUNT OF CHALLENGE ON JOB? \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q13C THE AMOUNT OF CHALLENGE ON JOB?	Satisfied	58.8%	67.7%	78.3%	67.0%
	Neither satisfied nor dissatisfied	21.1%	17.1%	13.2%	17.6%
	Dissatisfied	20.1%	15.1%	8.5%	15.4%
Total		100.0%	100.0%	100.0%	100.0%

**Q13C THE AMOUNT OF CHALLENGE ON JOB? \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q13C THE AMOUNT OF CHALLENGE ON JOB?	Satisfied	65.7%	69.4%	67.0%
	Neither satisfied nor dissatisfied	17.6%	17.6%	17.6%
	Dissatisfied	16.8%	13.0%	15.4%
Total		100.0%	100.0%	100.0%

**Q13C THE AMOUNT OF CHALLENGE ON JOB? \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q13C THE AMOUNT OF CHALLENGE ON JOB?	Satisfied	67.6%	63.5%	67.0%
	Neither satisfied nor dissatisfied	17.3%	19.4%	17.6%
	Dissatisfied	15.2%	17.2%	15.4%
Total		100.0%	100.0%	100.0%

**Q13D THE OPPORTUNITIES FOR PERSONAL GROWTH ON JOB? \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q13D THE OPPORTUNITIES FOR PERSONAL GROWTH ON JOB?	Satisfied	49.5%	60.9%	72.3%	59.7%
	Neither satisfied nor dissatisfied	22.4%	17.5%	14.3%	18.2%
	Dissatisfied	28.1%	21.7%	13.4%	22.1%
Total		100.0%	100.0%	100.0%	100.0%

**Q13D THE OPPORTUNITIES FOR PERSONAL GROWTH ON JOB? \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q13D THE OPPORTUNITIES FOR PERSONAL GROWTH ON JOB?	Satisfied	57.6%	63.5%	59.7%
	Neither satisfied nor dissatisfied	18.7%	17.2%	18.2%
	Dissatisfied	23.7%	19.2%	22.1%
Total		100.0%	100.0%	100.0%

**Q13D THE OPPORTUNITIES FOR PERSONAL GROWTH ON JOB? \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q13D THE OPPORTUNITIES FOR PERSONAL GROWTH ON JOB?	Satisfied	60.7%	53.8%	59.7%
	Neither satisfied nor dissatisfied	18.4%	17.1%	18.2%
	Dissatisfied	21.0%	29.0%	22.1%
Total		100.0%	100.0%	100.0%

**Q13E THE FEELING OF ACCOMPLISHMENT FROM JOB? \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q13E THE FEELING OF ACCOMPLISHMENT FROM JOB?	Satisfied	56.3%	62.9%	76.8%	63.1%
	Neither satisfied nor dissatisfied	18.7%	19.2%	12.0%	18.2%
	Dissatisfied	25.0%	18.0%	11.2%	18.7%
Total		100.0%	100.0%	100.0%	100.0%

**Q13E THE FEELING OF ACCOMPLISHMENT FROM JOB? \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q13E THE FEELING OF ACCOMPLISHMENT FROM JOB?	Satisfied	61.0%	66.9%	63.1%
	Neither satisfied nor dissatisfied	17.9%	18.8%	18.2%
	Dissatisfied	21.1%	14.3%	18.7%
Total		100.0%	100.0%	100.0%

**Q13E THE FEELING OF ACCOMPLISHMENT FROM JOB? \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q13E THE FEELING OF ACCOMPLISHMENT FROM JOB?	Satisfied	63.4%	61.4%	63.1%
	Neither satisfied nor dissatisfied	18.5%	16.3%	18.2%
	Dissatisfied	18.1%	22.3%	18.7%
Total		100.0%	100.0%	100.0%

**Q13F JOB SECURITY? \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q13F JOB SECURITY?	Satisfied	66.8%	75.3%	82.9%	74.3%
	Neither satisfied nor dissatisfied	22.6%	16.4%	11.4%	17.2%
	Dissatisfied	10.6%	8.4%	5.7%	8.6%
Total		100.0%	100.0%	100.0%	100.0%

**Q13F JOB SECURITY? \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q13F JOB SECURITY?	Satisfied	74.5%	73.8%	74.3%
	Neither satisfied nor dissatisfied	16.7%	18.0%	17.2%
	Dissatisfied	8.8%	8.1%	8.6%
Total		100.0%	100.0%	100.0%

**Q13F JOB SECURITY? \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q13F JOB SECURITY?	Satisfied	74.8%	71.0%	74.3%
	Neither satisfied nor dissatisfied	16.8%	19.5%	17.2%
	Dissatisfied	8.4%	9.5%	8.6%
Total		100.0%	100.0%	100.0%

**Q13G THE PHYSICAL WORKING CONDITIONS OF JOB? \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q13G THE PHYSICAL WORKING CONDITIONS OF JOB?	Satisfied	64.6%	70.4%	80.5%	70.3%
	Neither satisfied nor dissatisfied	22.2%	16.9%	10.1%	17.3%
	Dissatisfied	13.2%	12.7%	9.4%	12.4%
Total		100.0%	100.0%	100.0%	100.0%

**Q13G THE PHYSICAL WORKING CONDITIONS OF JOB? \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q13G THE PHYSICAL WORKING CONDITIONS OF JOB?	Satisfied	69.0%	72.6%	70.3%
	Neither satisfied nor dissatisfied	17.9%	16.0%	17.3%
	Dissatisfied	13.0%	11.3%	12.4%
Total		100.0%	100.0%	100.0%

**Q13G THE PHYSICAL WORKING CONDITIONS OF JOB? \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q13G THE PHYSICAL WORKING CONDITIONS OF JOB?	Satisfied	70.6%	68.4%	70.3%
	Neither satisfied nor dissatisfied	16.9%	19.1%	17.3%
	Dissatisfied	12.4%	12.4%	12.4%
Total		100.0%	100.0%	100.0%



**Q13H AVAILABILITY OF PARTS/SUPPLIES? \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q13H AVAILABILITY OF PARTS/SUPPLIES?	Satisfied	46.0%	39.9%	44.4%	41.8%
	Neither satisfied nor dissatisfied	29.7%	27.0%	25.9%	27.5%
	Dissatisfied	24.2%	33.2%	29.6%	30.7%
Total		100.0%	100.0%	100.0%	100.0%

**Q13H AVAILABILITY OF PARTS/SUPPLIES? \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q13H AVAILABILITY OF PARTS/SUPPLIES?	Satisfied	37.1%	50.4%	41.8%
	Neither satisfied nor dissatisfied	29.7%	23.5%	27.5%
	Dissatisfied	33.2%	26.2%	30.7%
Total		100.0%	100.0%	100.0%

**Q13H AVAILABILITY OF PARTS/SUPPLIES? \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q13H AVAILABILITY OF PARTS/SUPPLIES?	Satisfied	41.4%	43.8%	41.8%
	Neither satisfied nor dissatisfied	27.6%	26.9%	27.5%
	Dissatisfied	31.0%	29.3%	30.7%
Total		100.0%	100.0%	100.0%

**Q13I THE FLEXIBILITY OF COMMAND IN DEALING WITH FAMILY/PERSONAL ISSUES? \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q13I THE FLEXIBILITY OF COMMAND IN DEALING WITH FAMILY/PERSONAL ISSUES?	Satisfied	55.0%	63.8%	84.0%	64.2%
	Neither satisfied nor dissatisfied	24.0%	18.2%	10.1%	18.5%
	Dissatisfied	21.0%	18.1%	5.9%	17.3%
Total		100.0%	100.0%	100.0%	100.0%

**Q13I THE FLEXIBILITY OF COMMAND IN DEALING WITH FAMILY/PERSONAL ISSUES? \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q13I THE FLEXIBILITY OF COMMAND IN DEALING WITH FAMILY/PERSONAL ISSUES?	Satisfied	63.9%	64.8%	64.2%
	Neither satisfied nor dissatisfied	18.3%	19.0%	18.5%
	Dissatisfied	17.8%	16.3%	17.3%
	Total	100.0%	100.0%	100.0%

**Q13I THE FLEXIBILITY OF COMMAND IN DEALING WITH FAMILY/PERSONAL ISSUES? \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q13I THE FLEXIBILITY OF COMMAND IN DEALING WITH FAMILY/PERSONAL ISSUES?	Satisfied	64.8%	60.5%	64.2%
	Neither satisfied nor dissatisfied	18.6%	17.8%	18.5%
	Dissatisfied	16.5%	21.7%	17.3%
	Total	100.0%	100.0%	100.0%

**Case Processing Summary**

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Q14 WHAT TYPE OF BILLET IS YOUR CURRENT ASSIGNMENT? * PAYGRP	278646.29 <sup>a</sup>	99.7%	807.050	.3%	279453.34	100.0%
Q14 WHAT TYPE OF BILLET IS YOUR CURRENT ASSIGNMENT? * RACEGRP	278646.29 <sup>a</sup>	99.7%	807.050	.3%	279453.34	100.0%
Q14 WHAT TYPE OF BILLET IS YOUR CURRENT ASSIGNMENT? * Q55 GENDER	278646.29 <sup>a</sup>	99.7%	807.050	.3%	279453.34	100.0%

a. Number of valid cases is different from the total count in the crosstabulation table because the cell counts have been rounded.

**Q14 WHAT TYPE OF BILLET IS YOUR CURRENT ASSIGNMENT? \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q14 WHAT TYPE OF BILLET IS YOUR CURRENT ASSIGNMENT?	CONUS Shore Duty (Type 1)	42.9%	44.1%	33.9%	42.6%
	CONUS Homeported Deployable Sea Duty (Type 2)	32.3%	42.6%	62.0%	42.6%
	Other duty (i.e., Duty Under Instruction, special duty, etc.	6.7%	6.0%	3.6%	5.9%
	I don't know	18.1%	7.2%	.5%	8.8%
Total		100.0%	100.0%	100.0%	100.0%

**Q14 WHAT TYPE OF BILLET IS YOUR CURRENT ASSIGNMENT? \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q14 WHAT TYPE OF BILLET IS YOUR CURRENT ASSIGNMENT?	CONUS Shore Duty (Type 1)	43.0%	41.9%	42.6%
	CONUS Homeported Deployable Sea Duty (Type 2)	41.0%	45.6%	42.6%
	Other duty (i.e., Duty Under Instruction, special duty, etc.	6.8%	4.3%	5.9%
	I don't know	9.2%	8.2%	8.8%
Total		100.0%	100.0%	100.0%

**Q14 WHAT TYPE OF BILLET IS YOUR CURRENT ASSIGNMENT? \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q14 WHAT TYPE OF BILLET IS YOUR CURRENT ASSIGNMENT?	CONUS Shore Duty (Type 1)	44.4%	31.7%	42.6%
	CONUS Homeported Deployable Sea Duty (Type 2)	40.5%	55.5%	42.6%
	Other duty (i.e., Duty Under Instruction, special duty, etc.	6.2%	4.3%	5.9%
	I don't know	8.9%	8.6%	8.8%
Total		100.0%	100.0%	100.0%

**Q15 SHIP OR ACTIVITY TO WHICH YOU ARE CURRENTLY ASSIGNED by PAYGROUP**

			E-2 to E-3	E-4 to E-6	E-7 to E-9	Total
TYPE OF SHIP OR ACTIVITY TO WHICH YOU ARE CURRENTLY ASSIGNED	AFLOAT STAFF	Column %	1.4%	1.3%	1.5%	1.3%
	AIRCRAFT CARRIER	Column %	19.2%	12.0%	6.0%	12.9%
	AMPHIBIOUS CRAFT	Column %	.4%	.6%	.8%	.6%
	AMPHIBIOUS SHIP	Column %	7.7%	7.5%	3.6%	7.1%
	AVIATION SQUAD -SEA	Column %	9.0%	6.9%	4.9%	7.2%
	AVIATION	Column %	7.1%	5.6%	4.1%	5.8%
	CRUISER	Column %	2.7%	2.8%	.9%	2.5%
	DESTROYER TYPES	Column %	5.9%	4.5%	3.0%	4.7%
	MINECRAFT	Column %		.3%	.3%	.2%
	RESERVE UNIT	Column %	.3%	.1%	.1%	.1%
	SERVICE FORCE SHIP	Column %	.8%	.8%	.5%	.7%
	SHORE BASED	Column %	6.3%	5.9%	4.6%	5.8%
	SHORE OR STAFF	Column %	17.5%	21.7%	31.9%	21.9%
	SPECIAL WARFARE	Column %	1.1%	.8%	2.0%	1.0%
	SUBMARINE	Column %	1.3%	4.5%	5.6%	3.9%
	TENDER/REPAIR SHIP	Column %	.8%	.3%	.5%	.4%
	TRAINING COMMAND	Column %	9.0%	10.9%	15.1%	11.0%
	OTHER	Column %	9.4%	13.7%	14.5%	12.8%

**Q15 SHIP OR ACTIVITY TO WHICH YOU ARE CURRENTLY ASSIGNED by RACE GROUP**

			majority	minority	Total
TYPE OF SHIP OR ACTIVITY TO WHICH YOU ARE CURRENTLY ASSIGNED	AFLOAT STAFF	Column %	1.4%	1.2%	1.3%
	AIRCRAFT CARRIER	Column %	12.5%	13.7%	12.9%
	AMPHIBIOUS CRAFT	Column %	.5%	.7%	.6%
	AMPHIBIOUS SHIP	Column %	6.1%	8.9%	7.1%
	AVIATION SQUAD -SEA	Column %	7.4%	6.8%	7.2%
	AVIATION	Column %	6.0%	5.4%	5.8%
	CRUISER	Column %	2.6%	2.3%	2.5%
	DESTROYER TYPES	Column %	3.7%	6.4%	4.7%
	MINECRAFT	Column %	.3%	.1%	.2%
	RESERVE UNIT	Column %	.1%	.2%	.1%
	SERVICE FORCE SHIP	Column %	.6%	1.1%	.7%
	SHORE BASED	Column %	6.5%	4.7%	5.8%
	SHORE OR STAFF	Column %	21.4%	22.9%	21.9%
	SPECIAL WARFARE	Column %	.9%	1.1%	1.0%
	SUBMARINE	Column %	4.9%	2.1%	3.9%
	TENDER/REPAIR SHIP	Column %	.4%	.5%	.4%
	TRAINING COMMAND	Column %	12.7%	7.8%	11.0%
	OTHER	Column %	12.1%	14.0%	12.8%

**Q15 SHIP OR ACTIVITY TO WHICH YOU ARE CURRENTLY ASSIGNED by GENDER**

			GENDER		Total
			Male	Female	
SHIP OR ACTIVITY TO WHICH YOU ARE CURRENTLY ASSIGNED	AFLOAT STAFF	Column %	1.4%	.9%	1.3%
	AIRCRAFT CARRIER	Column %	13.2%	11.0%	12.9%
	AMPHIBIOUS CRAFT	Column %	.7%	.1%	.6%
	AMPHIBIOUS SHIP	Column %	7.4%	5.0%	7.1%
	AVIATION SQUAD -SEA	Column %	7.4%	5.8%	7.2%
	AVIATION	Column %	5.5%	7.1%	5.8%
	CRUISER	Column %	2.8%	1.1%	2.5%
	DESTROYER TYPES	Column %	4.8%	3.5%	4.7%
	MINECRAFT	Column %	.2%	.4%	.2%
	RESERVE UNIT	Column %	.1%	.2%	.1%
	SERVICE FORCE SHIP	Column %	.8%	.6%	.7%
	SHORE BASED	Column %	5.5%	7.8%	5.8%
	SHORE OR STAFF	Column %	20.4%	31.5%	21.9%
	SPECIAL WARFARE	Column %	.9%	1.8%	1.0%
	SUBMARINE	Column %	4.4%	.6%	3.9%
	TENDER/REPAIR SHIP	Column %	.4%	.8%	.4%
	TRAINING COMMAND	Column %	11.2%	9.8%	11.0%
	OTHER	Column %	12.9%	12.0%	12.8%

**Q16 ARE YOU PRESENTLY ON DEPLOYMENT? \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q16 ARE YOU PRESENTLY ON DEPLOYMENT?	Yes	9.2%	9.9%	7.4%	9.4%
	No	90.8%	90.1%	92.6%	90.6%
Total		100.0%	100.0%	100.0%	100.0%

**Q16 ARE YOU PRESENTLY ON DEPLOYMENT? \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q16 ARE YOU PRESENTLY ON DEPLOYMENT?	Yes	9.8%	8.6%	9.4%
	No	90.2%	91.4%	90.6%
Total		100.0%	100.0%	100.0%

**Q16 ARE YOU PRESENTLY ON DEPLOYMENT? \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q16 ARE YOU PRESENTLY ON DEPLOYMENT?	Yes	10.0%	6.1%	9.4%
	No	90.0%	93.9%	90.6%
Total		100.0%	100.0%	100.0%

**Q17 WHAT IS THE GEOGRAPHICAL LOCATION OF YOUR CURRENT ASSIGNMENT? \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q17 WHAT IS THE GEOGRAPHICAL LOCATION OF YOUR CURRENT ASSIGNMENT?	Alaska or Hawaii	3.2%	4.8%	5.6%	4.6%
	Caribbean	.7%	.4%	.2%	.4%
	CONUS - East Coast	42.6%	47.5%	47.0%	46.4%
	CONUS - West Coast	33.8%	27.8%	25.5%	28.9%
	CONUS - Other (e.g., Millington, Great Lakes, etc.)	1.2%	4.3%	8.7%	4.2%
	Europe (including the Mediterranean)	4.6%	3.9%	3.5%	4.0%
	Far East	4.8%	4.5%	3.9%	4.5%
	Middle East (including the African continent)	1.3%	.9%	1.6%	1.0%
	South or Central America	.1%	.3%		.2%
	Other	7.8%	5.6%	4.0%	5.9%
Total		100.0%	100.0%	100.0%	100.0%

**Q17 WHAT IS THE GEOGRAPHICAL LOCATION OF YOUR CURRENT ASSIGNMENT? \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q17 WHAT IS THE GEOGRAPHICAL LOCATION OF YOUR CURRENT ASSIGNMENT?	Alaska or Hawaii	4.8%	4.2%	4.6%
	Caribbean	.4%	.4%	.4%
	CONUS - East Coast	48.4%	42.5%	46.4%
	CONUS - West Coast	27.6%	31.3%	28.9%
	CONUS - Other (e.g., Millington, Great Lakes, etc.)	4.5%	3.7%	4.2%
	Europe (including the Mediterranean)	4.1%	3.9%	4.0%
	Far East	4.1%	5.3%	4.5%
	Middle East (including the African continent)	1.2%	.8%	1.0%
	South or Central America		.6%	.2%
	Other	5.0%	7.4%	5.9%
Total		100.0%	100.0%	100.0%

**Q17 WHAT IS THE GEOGRAPHICAL LOCATION OF YOUR CURRENT ASSIGNMENT? \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q17 WHAT IS THE GEOGRAPHICAL LOCATION OF YOUR CURRENT ASSIGNMENT?	Alaska or Hawaii	4.6%	4.5%	4.6%
	Caribbean	.4%	.4%	.4%
	CONUS - East Coast	45.4%	52.4%	46.4%
	CONUS - West Coast	29.5%	25.3%	28.9%
	CONUS - Other (e.g., Millington, Great Lakes, etc.)	4.1%	4.8%	4.2%
	Europe (including the Mediterranean)	3.8%	5.3%	4.0%
	Far East	5.1%	1.0%	4.5%
	Middle East (including the African continent)	1.1%	1.0%	1.0%
	South or Central America	.2%	.1%	.2%
	Other	6.0%	5.2%	5.9%
Total		100.0%	100.0%	100.0%

**Q18 IN THE PAST 12 MONTHS, HOW MANY DAYS HAVE YOU BEEN BERTHED AWAY FROM HOME? \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q18 IN THE PAST 12 MONTHS, HOW MANY DAYS HAVE YOU BEEN BERTHED AWAY FROM HOME?	None	35.7%	37.0%	24.5%	35.2%
	1-49 days	17.4%	18.0%	34.1%	19.8%
	50-99 days	13.1%	10.9%	15.6%	12.0%
	100-149 days	10.5%	10.9%	8.8%	10.6%
	150-199 days	12.1%	12.7%	9.1%	12.1%
	200-249 days	7.2%	7.4%	5.2%	7.1%
	250-299 days	2.8%	2.7%	2.1%	2.6%
	300 or more days	1.2%	.4%	.6%	.6%
Total		100.0%	100.0%	100.0%	100.0%

**Q18 IN THE PAST 12 MONTHS, HOW MANY DAYS HAVE YOU BEEN BERTHED AWAY FROM HOME? \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q18 IN THE PAST 12 MONTHS, HOW MANY DAYS HAVE YOU BEEN BERTHED AWAY FROM HOME?	None	34.4%	36.5%	35.2%
	1-49 days	19.7%	20.0%	19.8%
	50-99 days	12.7%	10.6%	12.0%
	100-149 days	11.6%	8.7%	10.6%
	150-199 days	11.9%	12.6%	12.1%
	200-249 days	6.9%	7.5%	7.1%
	250-299 days	2.3%	3.3%	2.6%
	300 or more days	.5%	.8%	.6%
Total		100.0%	100.0%	100.0%

**Q18 IN THE PAST 12 MONTHS, HOW MANY DAYS HAVE YOU BEEN BERTHED AWAY FROM HOME? \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q18 IN THE PAST 12 MONTHS, HOW MANY DAYS HAVE YOU BEEN BERTHED AWAY FROM HOME?	None	33.3%	46.8%	35.2%
	1-49 days	19.7%	20.5%	19.8%
	50-99 days	12.4%	9.2%	12.0%
	100-149 days	11.3%	6.3%	10.6%
	150-199 days	12.7%	8.5%	12.1%
	200-249 days	7.4%	5.2%	7.1%
	250-299 days	2.7%	2.2%	2.6%
	300 or more days	.5%	1.3%	.6%
Total		100.0%	100.0%	100.0%

**Q19A I AM SATISFIED WITH TIME SPENT AT PERMANENT DUTY STATION \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q19A I AM SATISFIED WITH TIME SPENT AT PERMANENT DUTY STATION	Agree	53.1%	64.0%	76.6%	63.0%
	Neither agree nor disagree	27.6%	20.0%	14.1%	21.0%
	Disagree	19.3%	16.0%	9.3%	15.9%
Total		100.0%	100.0%	100.0%	100.0%

**Q19A I AM SATISFIED WITH TIME SPENT AT PERMANENT DUTY STATION \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q19A I AM SATISFIED WITH TIME SPENT AT PERMANENT DUTY STATION	Agree	63.6%	62.0%	63.0%
	Neither agree nor disagree	21.9%	19.3%	21.0%
	Disagree	14.5%	18.6%	15.9%
Total		100.0%	100.0%	100.0%

**Q19A I AM SATISFIED WITH TIME SPENT AT PERMANENT DUTY STATION \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q19A I AM SATISFIED WITH TIME SPENT AT PERMANENT DUTY STATION	Agree	62.4%	66.6%	63.0%
	Neither agree nor disagree	21.0%	21.0%	21.0%
	Disagree	16.5%	12.4%	15.9%
Total		100.0%	100.0%	100.0%



**Q19B I AM SATISFIED WITH TIME SPENT ON SHORE DUTY \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q19B I AM SATISFIED WITH TIME SPENT ON SHORE DUTY	Agree	38.5%	52.9%	75.5%	52.4%
	Neither agree nor disagree	43.3%	28.6%	13.3%	30.1%
	Disagree	18.2%	18.5%	11.2%	17.6%
Total		100.0%	100.0%	100.0%	100.0%

**Q19B I AM SATISFIED WITH TIME SPENT ON SHORE DUTY \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q19B I AM SATISFIED WITH TIME SPENT ON SHORE DUTY	Agree	50.7%	55.3%	52.4%
	Neither agree nor disagree	32.2%	26.2%	30.1%
	Disagree	17.1%	18.5%	17.6%
Total		100.0%	100.0%	100.0%

**Q19B I AM SATISFIED WITH TIME SPENT ON SHORE DUTY \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q19B I AM SATISFIED WITH TIME SPENT ON SHORE DUTY	Agree	51.2%	59.4%	52.4%
	Neither agree nor disagree	30.8%	25.3%	30.1%
	Disagree	18.0%	15.3%	17.6%
Total		100.0%	100.0%	100.0%

**Q19C I AM SATISFIED WITH TIME SPENT ON SEA DUTY \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q19C I AM SATISFIED WITH TIME SPENT ON SEA DUTY	Agree	36.6%	51.2%	72.3%	50.4%
	Neither agree nor disagree	46.6%	30.7%	18.7%	32.8%
	Disagree	16.9%	18.1%	9.0%	16.7%
Total		100.0%	100.0%	100.0%	100.0%

**Q19C I AM SATISFIED WITH TIME SPENT ON SEA DUTY \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q19C I AM SATISFIED WITH TIME SPENT ON SEA DUTY	Agree	48.8%	53.4%	50.4%
	Neither agree nor disagree	34.9%	29.0%	32.8%
	Disagree	16.3%	17.6%	16.7%
Total		100.0%	100.0%	100.0%

**Q19C I AM SATISFIED WITH TIME SPENT ON SEA DUTY \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q19C I AM SATISFIED WITH TIME SPENT ON SEA DUTY	Agree	50.6%	49.4%	50.4%
	Neither agree nor disagree	32.6%	34.4%	32.8%
	Disagree	16.8%	16.3%	16.7%
Total		100.0%	100.0%	100.0%

**Q20 EFFECT OF TIME AWAY FROM PERMANENT STATION ON SATISFACTION WITH NAVY LIFE \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q20 EFFECT OF TIME AWAY FROM PERMANENT STATION ON SATISFACTION WITH NAVY LIFE	Strong positive effect	40.9%	40.0%	32.5%	39.3%
	Positive effect	17.2%	15.9%	22.4%	17.0%
	Neither positive nor negative effect	36.5%	38.9%	42.8%	38.8%
	Strong negative effect	5.3%	5.2%	2.2%	4.9%
Total		100.0%	100.0%	100.0%	100.0%

**Q20 EFFECT OF TIME AWAY FROM PERMANENT STATION ON SATISFACTION WITH NAVY LIFE \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q20 EFFECT OF TIME AWAY FROM PERMANENT STATION ON SATISFACTION WITH NAVY LIFE	Strong positive effect	37.1%	43.3%	39.3%
	Positive effect	16.9%	17.2%	17.0%
	Neither positive nor negative effect	41.0%	35.0%	38.8%
	Strong negative effect	5.1%	4.5%	4.9%
Total		100.0%	100.0%	100.0%

**Q20 EFFECT OF TIME AWAY FROM PERMANENT STATION ON SATISFACTION WITH NAVY LIFE \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q20 EFFECT OF TIME AWAY FROM PERMANENT STATION ON SATISFACTION WITH NAVY LIFE	Strong positive effect	37.8%	48.5%	39.3%
	Positive effect	17.4%	14.2%	17.0%
	Neither positive nor negative effect	39.6%	34.0%	38.8%
	Strong negative effect	5.2%	3.3%	4.9%
Total		100.0%	100.0%	100.0%

**Q21A NAVY CAREER INTERFERES WITH PERSONAL LIFE \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q21A NAVY CAREER INTERFERES WITH PERSONAL LIFE	Agree	53.4%	43.3%	26.4%	43.5%
	Neither agree nor disagree	26.6%	29.0%	23.2%	27.8%
	Disagree	20.0%	27.7%	50.5%	28.7%
Total		100.0%	100.0%	100.0%	100.0%

**Q21A NAVY CAREER INTERFERES WITH PERSONAL LIFE \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q21A NAVY CAREER INTERFERES WITH PERSONAL LIFE	Agree	45.1%	40.7%	43.5%
	Neither agree nor disagree	27.6%	28.1%	27.8%
	Disagree	27.4%	31.2%	28.7%
Total		100.0%	100.0%	100.0%

**Q21A NAVY CAREER INTERFERES WITH PERSONAL LIFE \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q21A NAVY CAREER INTERFERES WITH PERSONAL LIFE	Agree	43.7%	42.7%	43.5%
	Neither agree nor disagree	28.2%	25.0%	27.8%
	Disagree	28.1%	32.4%	28.7%
Total		100.0%	100.0%	100.0%

**Q21B NAVY CAREER CAUSES SEPARATION FROM FAMILY \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q21B NAVY CAREER CAUSES SEPARATION FROM FAMILY	Agree	69.4%	62.9%	54.6%	63.3%
	Neither agree nor disagree	19.5%	23.2%	19.3%	21.9%
	Disagree	11.1%	13.9%	26.1%	14.8%
Total		100.0%	100.0%	100.0%	100.0%

**Q21B NAVY CAREER CAUSES SEPARATION FROM FAMILY \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q21B NAVY CAREER CAUSES SEPARATION FROM FAMILY	Agree	64.1%	62.0%	63.3%
	Neither agree nor disagree	21.9%	21.9%	21.9%
	Disagree	14.0%	16.1%	14.8%
Total		100.0%	100.0%	100.0%

**Q21B NAVY CAREER CAUSES SEPARATION FROM FAMILY \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q21B NAVY CAREER CAUSES SEPARATION FROM FAMILY	Agree	64.5%	56.6%	63.3%
	Neither agree nor disagree	21.6%	23.6%	21.9%
	Disagree	13.9%	19.8%	14.8%
Total		100.0%	100.0%	100.0%

**Q21C I HAVE DIFFICULTY JUGGLING DEMANDS OF MY PERSONAL LIFE \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q21C I HAVE DIFFICULTY JUGGLING DEMANDS OF MY PERSONAL LIFE	Agree	39.8%	31.7%	16.2%	31.7%
	Neither agree nor disagree	30.9%	35.7%	25.6%	33.4%
	Disagree	29.3%	32.6%	58.2%	34.9%
Total		100.0%	100.0%	100.0%	100.0%

**Q21C I HAVE DIFFICULTY JUGGLING DEMANDS OF MY PERSONAL LIFE \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q21C I HAVE	Agree	31.3%	32.4%	31.7%
DIFFICULTY JUGGLING	Neither agree	34.0%	32.3%	33.4%
DEMANDS OF MY	nor disagree			
PERSONAL LIFE	Disagree	34.7%	35.3%	34.9%
Total		100.0%	100.0%	100.0%

**Q21C I HAVE DIFFICULTY JUGGLING DEMANDS OF MY PERSONAL LIFE \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q21C I HAVE	Agree	32.1%	29.1%	31.7%
DIFFICULTY JUGGLING	Neither agree	33.8%	31.2%	33.4%
DEMANDS OF MY	nor disagree			
PERSONAL LIFE	Disagree	34.1%	39.8%	34.9%
Total		100.0%	100.0%	100.0%

**Q22 TYPE OF IMMEDIATE SUPERVISOR \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q22 TYPE OF	Navy	97.1%	95.3%	90.7%	95.2%
IMMEDIATE	Other Military	1.0%	1.6%	2.6%	1.6%
SUPERVISOR	Civilian	1.9%	3.0%	6.6%	3.2%
Total		100.0%	100.0%	100.0%	100.0%

**Q22 TYPE OF IMMEDIATE SUPERVISOR \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q22 TYPE OF	Navy	94.9%	95.7%	95.2%
IMMEDIATE	Other Military	1.9%	1.1%	1.6%
SUPERVISOR	Civilian	3.2%	3.2%	3.2%
Total		100.0%	100.0%	100.0%

**Q22 TYPE OF IMMEDIATE SUPERVISOR \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q22 TYPE OF IMMEDIATE SUPERVISOR	Navy	95.5%	93.3%	95.2%
	Other Military	1.5%	2.1%	1.6%
	Civilian	3.0%	4.6%	3.2%
Total		100.0%	100.0%	100.0%

**Q23A HAS ADEQUATE TRAINING/EXPERTISE \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q23A HAS ADEQUATE TRAINING/EXPERTISE	Agree	80.0%	78.3%	81.0%	79.0%
	Neither agree nor disagree	10.4%	10.4%	7.8%	10.1%
	Disagree	9.7%	11.3%	11.2%	10.9%
Total		100.0%	100.0%	100.0%	100.0%

**Q23A HAS ADEQUATE TRAINING/EXPERTISE \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q23A HAS ADEQUATE TRAINING/EXPERTISE	Agree	79.4%	78.2%	79.0%
	Neither agree nor disagree	9.9%	10.4%	10.1%
	Disagree	10.7%	11.4%	10.9%
Total		100.0%	100.0%	100.0%

**Q23A HAS ADEQUATE TRAINING/EXPERTISE \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q23A HAS ADEQUATE TRAINING/EXPERTISE	Agree	80.2%	71.4%	79.0%
	Neither agree nor disagree	9.7%	12.4%	10.1%
	Disagree	10.1%	16.2%	10.9%
Total		100.0%	100.0%	100.0%

**Q23B DEALS WELL WITH SUBORDINATES \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q23B DEALS	Agree	67.9%	66.7%	75.4%	68.1%
WELL WITH	Neither agree				
SUBORDINATES	nor disagree	15.2%	15.0%	11.7%	14.7%
	Disagree	16.9%	18.2%	12.9%	17.3%
Total		100.0%	100.0%	100.0%	100.0%

**Q23B DEALS WELL WITH SUBORDINATES \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q23B DEALS	Agree	67.9%	68.3%	68.1%
WELL WITH	Neither agree			
SUBORDINATES	nor disagree	14.3%	15.3%	14.7%
	Disagree	17.8%	16.3%	17.3%
Total		100.0%	100.0%	100.0%

**Q23B DEALS WELL WITH SUBORDINATES \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q23B DEALS	Agree	68.7%	64.0%	68.1%
WELL WITH	Neither agree			
SUBORDINATES	nor disagree	15.1%	12.0%	14.7%
	Disagree	16.2%	24.0%	17.3%
Total		100.0%	100.0%	100.0%

**Q23C DEALS WELL WITH SUPERIORS \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q23C DEALS	Agree	72.5%	71.0%	77.6%	72.1%
WELL WITH	Neither agree				
SUPERIORS	nor disagree	18.0%	17.2%	13.1%	16.9%
	Disagree	9.5%	11.8%	9.3%	11.0%
Total		100.0%	100.0%	100.0%	100.0%

**Q23C DEALS WELL WITH SUPERIORS \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q23C DEALS WELL WITH SUPERIORS	Agree	72.2%	72.0%	72.1%
	Neither agree nor disagree	16.4%	17.9%	16.9%
	Disagree	11.4%	10.1%	11.0%
Total		100.0%	100.0%	100.0%

**Q23C DEALS WELL WITH SUPERIORS \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q23C DEALS WELL WITH SUPERIORS	Agree	72.7%	68.9%	72.1%
	Neither agree nor disagree	16.6%	19.0%	16.9%
	Disagree	10.8%	12.1%	11.0%
Total		100.0%	100.0%	100.0%

**Q23D PROVIDES ADEQUATE SUPPORT AND GUIDANCE \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q23D PROVIDES ADEQUATE SUPPORT AND GUIDANCE	Agree	66.4%	66.1%	69.5%	66.6%
	Neither agree nor disagree	16.4%	16.6%	16.0%	16.5%
	Disagree	17.3%	17.3%	14.5%	16.9%
Total		100.0%	100.0%	100.0%	100.0%

**Q23D PROVIDES ADEQUATE SUPPORT AND GUIDANCE \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q23D PROVIDES ADEQUATE SUPPORT AND GUIDANCE	Agree	66.3%	67.1%	66.6%
	Neither agree nor disagree	17.0%	15.6%	16.5%
	Disagree	16.7%	17.3%	16.9%
Total		100.0%	100.0%	100.0%



**Q23D PROVIDES ADEQUATE SUPPORT AND GUIDANCE \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q23D PROVIDES ADEQUATE SUPPORT AND GUIDANCE	Agree	67.4%	61.5%	66.6%
	Neither agree nor disagree	16.4%	16.7%	16.5%
	Disagree	16.1%	21.8%	16.9%
Total		100.0%	100.0%	100.0%

**Q23E IS RESPONSIVE TO SAILOR NEEDS AND CONCERNS \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q23E IS RESPONSIVE TO SAILOR NEEDS AND CONCERNS	Agree	65.5%	67.4%	79.4%	68.4%
	Neither agree nor disagree	15.7%	17.5%	10.7%	16.3%
	Disagree	18.8%	15.2%	9.9%	15.4%
Total		100.0%	100.0%	100.0%	100.0%

**Q23E IS RESPONSIVE TO SAILOR NEEDS AND CONCERNS \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q23E IS RESPONSIVE TO SAILOR NEEDS AND CONCERNS	Agree	68.5%	68.1%	68.4%
	Neither agree nor disagree	16.1%	16.6%	16.3%
	Disagree	15.4%	15.3%	15.4%
Total		100.0%	100.0%	100.0%

**Q23E IS RESPONSIVE TO SAILOR NEEDS AND CONCERNS \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q23E IS RESPONSIVE TO SAILOR NEEDS AND CONCERNS	Agree	69.6%	61.1%	68.4%
	Neither agree nor disagree	15.9%	18.2%	16.3%
	Disagree	14.5%	20.6%	15.4%
Total		100.0%	100.0%	100.0%

**Q23F OVERALL I AM SATISFIED WITH MY IMMEDIATE SUPERVISOR \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q23F OVERALL I AM SATISFIED WITH MY IMMEDIATE SUPERVISOR	Agree	67.1%	69.3%	76.3%	69.6%
	Neither agree nor disagree	14.0%	13.2%	12.0%	13.3%
	Disagree	18.9%	17.5%	11.7%	17.1%
Total		100.0%	100.0%	100.0%	100.0%

**Q23F OVERALL I AM SATISFIED WITH MY IMMEDIATE SUPERVISOR \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q23F OVERALL I AM SATISFIED WITH MY IMMEDIATE SUPERVISOR	Agree	70.3%	68.3%	69.6%
	Neither agree nor disagree	13.4%	13.0%	13.3%
	Disagree	16.3%	18.7%	17.1%
Total		100.0%	100.0%	100.0%

**Q23F OVERALL I AM SATISFIED WITH MY IMMEDIATE SUPERVISOR \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q23F OVERALL I AM SATISFIED WITH MY IMMEDIATE SUPERVISOR	Agree	70.9%	61.8%	69.6%
	Neither agree nor disagree	12.4%	18.6%	13.3%
	Disagree	16.7%	19.5%	17.1%
Total		100.0%	100.0%	100.0%

**Q24A MY COMMAND LEADERSHIP HAS ADEQUATE TRAINING/EXPERTISE \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q24A MY COMMAND LEADERSHIP HAS ADEQUATE TRAINING/EXPERTISE	Agree	73.6%	73.0%	82.9%	74.3%
	Neither agree nor disagree	15.0%	15.6%	10.4%	14.8%
	Disagree	8.1%	8.5%	6.3%	8.1%
	Don't know	3.3%	3.0%	.5%	2.7%
Total		100.0%	100.0%	100.0%	100.0%

**Q24A MY COMMAND LEADERSHIP HAS ADEQUATE TRAINING/EXPERTISE \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q24A MY COMMAND LEADERSHIP HAS ADEQUATE TRAINING/EXPERTISE	Agree	74.1%	74.5%	74.3%
	Neither agree nor disagree	14.6%	15.3%	14.8%
	Disagree	8.6%	7.4%	8.1%
	Don't know	2.7%	2.8%	2.7%
Total		100.0%	100.0%	100.0%

**Q24A MY COMMAND LEADERSHIP HAS ADEQUATE TRAINING/EXPERTISE \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q24A MY COMMAND LEADERSHIP HAS ADEQUATE TRAINING/EXPERTISE	Agree	74.6%	72.3%	74.3%
	Neither agree nor disagree	14.6%	16.3%	14.8%
	Disagree	7.9%	9.4%	8.1%
	Don't know	2.9%	2.0%	2.7%
Total		100.0%	100.0%	100.0%

**Q24B DEALS WELL WITH SUBORDINATES \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q24B DEALS WELL WITH SUBORDINATES	Agree	59.8%	59.6%	73.0%	61.2%
	Neither agree nor disagree	18.2%	18.0%	14.6%	17.6%
	Disagree	18.3%	19.6%	11.8%	18.4%
	Don't know	3.7%	2.8%	.6%	2.8%
Total		100.0%	100.0%	100.0%	100.0%

**Q24B DEALS WELL WITH SUBORDINATES \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q24B DEALS WELL WITH SUBORDINATES	Agree	60.8%	62.1%	61.2%
	Neither agree nor disagree	17.4%	18.1%	17.6%
	Disagree	18.9%	17.5%	18.4%
	Don't know	3.0%	2.3%	2.8%
Total		100.0%	100.0%	100.0%

**Q24B DEALS WELL WITH SUBORDINATES \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q24B DEALS WELL WITH SUBORDINATES	Agree	61.4%	60.1%	61.2%
	Neither agree nor disagree	17.0%	21.1%	17.6%
	Disagree	18.6%	16.8%	18.4%
	Don't know	2.9%	2.0%	2.8%
Total		100.0%	100.0%	100.0%

**Q24C DEALS WELL WITH SUPERIORS \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q24C DEALS WELL WITH SUPERIORS	Agree	61.9%	61.9%	75.4%	63.5%
	Neither agree nor disagree	22.1%	19.6%	14.9%	19.6%
	Disagree	7.8%	8.5%	5.6%	8.0%
	Don't know	8.3%	9.9%	4.0%	8.8%
Total		100.0%	100.0%	100.0%	100.0%

**Q24C DEALS WELL WITH SUPERIORS \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q24C DEALS WELL WITH SUPERIORS	Agree	61.9%	66.5%	63.5%
	Neither agree nor disagree	19.5%	19.7%	19.6%
	Disagree	8.5%	7.2%	8.0%
	Don't know	10.1%	6.6%	8.8%
Total		100.0%	100.0%	100.0%

**Q24C DEALS WELL WITH SUPERIORS \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q24C DEALS WELL WITH SUPERIORS	Agree	63.5%	63.8%	63.5%
	Neither agree nor disagree	19.5%	20.1%	19.6%
	Disagree	7.9%	8.8%	8.0%
	Don't know	9.1%	7.3%	8.8%
Total		100.0%	100.0%	100.0%

**Q24D PROVIDES ADEQUATE SUPPORT AND GUIDANCE \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q24D PROVIDES ADEQUATE SUPPORT AND GUIDANCE	Agree	59.5%	60.5%	72.1%	61.7%
	Neither agree nor disagree	20.9%	19.0%	16.0%	19.1%
	Disagree	17.4%	17.8%	11.7%	17.0%
	Don't know	2.2%	2.6%	.2%	2.2%
Total		100.0%	100.0%	100.0%	100.0%

**Q24D PROVIDES ADEQUATE SUPPORT AND GUIDANCE \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q24D PROVIDES ADEQUATE SUPPORT AND GUIDANCE	Agree	60.6%	63.6%	61.7%
	Neither agree nor disagree	18.6%	19.9%	19.1%
	Disagree	18.4%	14.4%	17.0%
	Don't know	2.3%	2.1%	2.2%
Total		100.0%	100.0%	100.0%

**Q24D PROVIDES ADEQUATE SUPPORT AND GUIDANCE \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q24D PROVIDES ADEQUATE SUPPORT AND GUIDANCE	Agree	62.2%	58.5%	61.7%
	Neither agree nor disagree	19.0%	19.8%	19.1%
	Disagree	16.4%	20.5%	17.0%
	Don't know	2.4%	1.2%	2.2%
Total		100.0%	100.0%	100.0%

**Q24E IS RESPONSIVE TO SAILOR NEEDS AND CONCERNS \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q24E IS RESPONSIVE TO SAILOR NEEDS AND CONCERNS	Agree	56.1%	58.5%	75.8%	60.0%
	Neither agree nor disagree	19.4%	19.0%	14.6%	18.6%
	Disagree	22.3%	20.2%	8.8%	19.3%
	Don't know	2.2%	2.3%	.7%	2.1%
Total		100.0%	100.0%	100.0%	100.0%

**Q24E IS RESPONSIVE TO SAILOR NEEDS AND CONCERNS \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q24E IS RESPONSIVE TO SAILOR NEEDS AND CONCERNS	Agree	59.4%	61.3%	60.0%
	Neither agree nor disagree	17.6%	20.3%	18.6%
	Disagree	21.1%	16.0%	19.3%
	Don't know	1.9%	2.4%	2.1%
Total		100.0%	100.0%	100.0%

**Q24E IS RESPONSIVE TO SAILOR NEEDS AND CONCERNS \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q24E IS RESPONSIVE TO SAILOR NEEDS AND CONCERNS	Agree	60.5%	57.1%	60.0%
	Neither agree nor disagree	18.3%	20.6%	18.6%
	Disagree	19.1%	20.6%	19.3%
	Don't know	2.1%	1.7%	2.1%
Total		100.0%	100.0%	100.0%

**Q24F OVERALL I AM SATISFIED WITH MY COMMAND LEADERSHIP \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q24F OVERALL I AM SATISFIED WITH MY COMMAND LEADERSHIP	Agree	58.9%	59.5%	74.6%	61.1%
	Neither agree nor disagree	19.1%	18.4%	14.5%	18.1%
	Disagree	20.0%	20.5%	10.7%	19.2%
	Don't know	2.0%	1.7%	.3%	1.6%
Total		100.0%	100.0%	100.0%	100.0%

**Q24F OVERALL I AM SATISFIED WITH MY COMMAND LEADERSHIP \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q24F OVERALL I AM SATISFIED WITH MY COMMAND LEADERSHIP	Agree	61.1%	61.3%	61.1%
	Neither agree nor disagree	17.6%	19.0%	18.1%
	Disagree	19.7%	18.3%	19.2%
	Don't know	1.7%	1.4%	1.6%
Total		100.0%	100.0%	100.0%

**Q24F OVERALL I AM SATISFIED WITH MY COMMAND LEADERSHIP \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q24F OVERALL I AM SATISFIED WITH MY COMMAND LEADERSHIP	Agree	61.6%	58.6%	61.1%
	Neither agree nor disagree	17.5%	21.6%	18.1%
	Disagree	19.3%	18.9%	19.2%
	Don't know	1.7%	1.0%	1.6%
Total		100.0%	100.0%	100.0%

**Q25A NAVY COMMUNICATES GOALS AND STRATEGIES FOR FUTURE \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q25A NAVY COMMUNICATES GOALS AND STRATEGIES FOR FUTURE	Agree	55.9%	56.7%	67.0%	57.8%
	Neither agree nor disagree	23.0%	22.7%	16.0%	22.0%
	Disagree	21.1%	20.6%	17.0%	20.3%
Total		100.0%	100.0%	100.0%	100.0%

**Q25A NAVY COMMUNICATES GOALS AND STRATEGIES FOR FUTURE \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q25A NAVY COMMUNICATES GOALS AND STRATEGIES FOR FUTURE	Agree	53.2%	66.1%	57.8%
	Neither agree nor disagree	24.9%	16.6%	22.0%
	Disagree	21.9%	17.3%	20.3%
Total		100.0%	100.0%	100.0%

**Q25A NAVY COMMUNICATES GOALS AND STRATEGIES FOR FUTURE \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q25A NAVY COMMUNICATES GOALS AND STRATEGIES FOR FUTURE	Agree	58.1%	55.7%	57.8%
	Neither agree nor disagree	21.7%	23.6%	22.0%
	Disagree	20.2%	20.7%	20.3%
Total		100.0%	100.0%	100.0%

**Q25B SENIOR LEADERSHIP COMMUNICATES CHANGES THAT WILL AFFECT A SAILORS CAREER \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q25B SENIOR LEADERSHIP COMMUNICATES CHANGES THAT WILL AFFECT A SAILORS CAREER	Agree	51.6%	58.7%	69.9%	58.5%
	Neither agree nor disagree	24.3%	18.1%	14.2%	19.1%
	Disagree	24.1%	23.1%	15.8%	22.5%
Total		100.0%	100.0%	100.0%	100.0%

**Q25B SENIOR LEADERSHIP COMMUNICATES CHANGES THAT WILL AFFECT A SAILORS CAREER \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q25B SENIOR LEADERSHIP COMMUNICATES CHANGES THAT WILL AFFECT A SAILORS CAREER	Agree	54.2%	66.3%	58.5%
	Neither agree nor disagree	20.7%	16.0%	19.1%
	Disagree	25.1%	17.7%	22.5%
Total		100.0%	100.0%	100.0%

**Q25B SENIOR LEADERSHIP COMMUNICATES CHANGES THAT WILL AFFECT A SAILORS CAREER \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q25B SENIOR LEADERSHIP COMMUNICATES CHANGES THAT WILL AFFECT A SAILORS CAREER	Agree	58.9%	55.6%	58.5%
	Neither agree nor disagree	19.1%	18.7%	19.1%
	Disagree	21.9%	25.7%	22.5%
Total		100.0%	100.0%	100.0%

**Q25C LEADERSHIP COMMUNICATES A POSITIVE ATTITUDE ABOUT THE NAVY \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q25C LEADERSHIP COMMUNICATES A POSITIVE ATTITUDE ABOUT THE NAVY	Agree	56.0%	64.0%	84.5%	64.7%
	Neither agree nor disagree	26.5%	19.8%	11.4%	20.3%
	Disagree	17.5%	16.2%	4.1%	15.1%
Total		100.0%	100.0%	100.0%	100.0%



**Q25C LEADERSHIP COMMUNICATES A POSITIVE ATTITUDE ABOUT THE NAVY \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q25C LEADERSHIP COMMUNICATES A POSITIVE ATTITUDE ABOUT THE NAVY	Agree	64.3%	65.3%	64.7%
	Neither agree nor disagree	20.2%	20.4%	20.3%
	Disagree	15.5%	14.3%	15.1%
Total		100.0%	100.0%	100.0%

**Q25C LEADERSHIP COMMUNICATES A POSITIVE ATTITUDE ABOUT THE NAVY \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q25C LEADERSHIP COMMUNICATES A POSITIVE ATTITUDE ABOUT THE NAVY	Agree	65.7%	58.6%	64.7%
	Neither agree nor disagree	20.1%	21.3%	20.3%
	Disagree	14.2%	20.1%	15.1%
Total		100.0%	100.0%	100.0%

**Q25D COMMAND LEADERSHIP INFORMS ME ABOUT POLICIES THAT MAY AFFECT MY CAREER \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q25D COMMAND LEADERSHIP INFORMS ME ABOUT POLICIES THAT MAY AFFECT MY CAREER	Agree	58.4%	63.4%	78.4%	64.1%
	Neither agree nor disagree	23.1%	19.0%	12.8%	19.2%
	Disagree	18.5%	17.5%	8.8%	16.7%
Total		100.0%	100.0%	100.0%	100.0%

**Q25D COMMAND LEADERSHIP INFORMS ME ABOUT POLICIES THAT MAY AFFECT MY CAREER \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q25D COMMAND LEADERSHIP INFORMS ME ABOUT POLICIES THAT MAY AFFECT MY CAREER	Agree	62.1%	67.8%	64.1%
	Neither agree nor disagree	20.0%	17.7%	19.2%
	Disagree	17.9%	14.5%	16.7%
Total		100.0%	100.0%	100.0%

**Q25D COMMAND LEADERSHIP INFORMS ME ABOUT POLICIES THAT MAY AFFECT MY CAREER \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q25D COMMAND LEADERSHIP INFORMS ME ABOUT POLICIES THAT MAY AFFECT MY CAREER	Agree	64.4%	62.3%	64.1%
	Neither agree nor disagree	19.0%	20.4%	19.2%
	Disagree	16.6%	17.3%	16.7%
Total		100.0%	100.0%	100.0%

**Q25E IN THE LAST 6 MONTHS, SOMEONE HAS TOLD ME ABOUT NEW CAREER INITIATIVES \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q25E IN THE LAST 6 MONTHS, SOMEONE HAS TOLD ME ABOUT NEW CAREER INITIATIVES	Agree	44.4%	50.0%	55.7%	49.4%
	Neither agree nor disagree	17.7%	14.0%	15.5%	15.0%
	Disagree	37.9%	36.0%	28.8%	35.6%
Total		100.0%	100.0%	100.0%	100.0%

**Q25E IN THE LAST 6 MONTHS, SOMEONE HAS TOLD ME ABOUT NEW CAREER INITIATIVES \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q25E IN THE LAST 6 MONTHS, SOMEONE HAS TOLD ME ABOUT NEW CAREER INITIATIVES	Agree	46.2%	55.3%	49.4%
	Neither agree nor disagree	15.5%	14.2%	15.0%
	Disagree	38.3%	30.5%	35.6%
Total		100.0%	100.0%	100.0%

**Q25E IN THE LAST 6 MONTHS, SOMEONE HAS TOLD ME ABOUT NEW CAREER INITIATIVES \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q25E IN THE LAST 6 MONTHS, SOMEONE HAS TOLD ME ABOUT NEW CAREER INITIATIVES	Agree	49.5%	49.1%	49.4%
	Neither agree nor disagree	14.7%	16.9%	15.0%
	Disagree	35.8%	34.0%	35.6%
Total		100.0%	100.0%	100.0%

**Q25F IN THE LAST 6 MONTHS, I HAVE HEARD RUMORS ABOUT NEW POLICIES \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q25F IN THE LAST 6 MONTHS, I HAVE HEARD RUMORS ABOUT NEW POLICIES	Agree	50.4%	55.2%	42.5%	52.6%
	Neither agree nor disagree	29.9%	25.5%	26.2%	26.6%
	Disagree	19.7%	19.3%	31.2%	20.8%
Total		100.0%	100.0%	100.0%	100.0%

**Q25F IN THE LAST 6 MONTHS, I HAVE HEARD RUMORS ABOUT NEW POLICIES \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q25F IN THE LAST 6 MONTHS, I HAVE HEARD RUMORS ABOUT NEW POLICIES	Agree	51.7%	54.2%	52.6%
	Neither agree nor disagree	26.3%	27.1%	26.6%
	Disagree	22.0%	18.7%	20.8%
Total		100.0%	100.0%	100.0%

**Q25F IN THE LAST 6 MONTHS, I HAVE HEARD RUMORS ABOUT NEW POLICIES \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q25F IN THE LAST 6 MONTHS, I HAVE HEARD RUMORS ABOUT NEW POLICIES	Agree	53.0%	50.5%	52.6%
	Neither agree nor disagree	26.6%	26.5%	26.6%
	Disagree	20.4%	23.0%	20.8%
Total		100.0%	100.0%	100.0%

**Q26A I FEEL POSITIVE ABOUT MY FUTURE NAVY CAREER \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q26A I FEEL POSITIVE ABOUT MY FUTURE NAVY CAREER	Agree	40.9%	55.4%	67.5%	53.6%
	Neither agree nor disagree	23.1%	18.2%	16.4%	19.1%
	Disagree	36.0%	26.3%	16.1%	27.3%
Total		100.0%	100.0%	100.0%	100.0%

**Q26A I FEEL POSITIVE ABOUT MY FUTURE NAVY CAREER \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q26A I FEEL POSITIVE ABOUT MY FUTURE NAVY CAREER	Agree	52.3%	56.0%	53.6%
	Neither agree nor disagree	19.4%	18.4%	19.1%
	Disagree	28.3%	25.5%	27.3%
Total		100.0%	100.0%	100.0%

**Q26A I FEEL POSITIVE ABOUT MY FUTURE NAVY CAREER \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q26A I FEEL POSITIVE ABOUT MY FUTURE NAVY CAREER	Agree	54.9%	45.9%	53.6%
	Neither agree nor disagree	18.4%	23.5%	19.1%
	Disagree	26.7%	30.7%	27.3%
Total		100.0%	100.0%	100.0%

**Q26B THE NAVY IS DOING ALL IT CAN TO PROTECT MY JOB \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q26B THE NAVY IS DOING ALL IT CAN TO PROTECT MY JOB	Agree	41.9%	43.1%	53.5%	44.1%
	Neither agree nor disagree	33.5%	31.4%	25.6%	31.2%
	Disagree	24.7%	25.5%	20.9%	24.7%
Total		100.0%	100.0%	100.0%	100.0%

**Q26B THE NAVY IS DOING ALL IT CAN TO PROTECT MY JOB \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q26B THE NAVY IS DOING ALL IT CAN TO PROTECT MY JOB	Agree	41.8%	48.2%	44.1%
	Neither agree nor disagree	32.2%	29.2%	31.2%
	Disagree	25.9%	22.6%	24.7%
Total		100.0%	100.0%	100.0%

**Q26B THE NAVY IS DOING ALL IT CAN TO PROTECT MY JOB \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q26B THE NAVY IS DOING ALL IT CAN TO PROTECT MY JOB	Agree	45.3%	36.7%	44.1%
	Neither agree nor disagree	30.6%	34.8%	31.2%
	Disagree	24.1%	28.5%	24.7%
Total		100.0%	100.0%	100.0%

**Q26C MY FUTURE IN THE NAVY APPEARS SECURE \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q26C MY FUTURE IN THE NAVY APPEARS SECURE	Agree	61.6%	66.6%	70.7%	66.0%
	Neither agree nor disagree	19.0%	16.2%	14.6%	16.6%
	Disagree	19.4%	17.2%	14.7%	17.4%
Total		100.0%	100.0%	100.0%	100.0%

**Q26C MY FUTURE IN THE NAVY APPEARS SECURE \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q26C MY FUTURE IN THE NAVY APPEARS SECURE	Agree	66.6%	64.8%	66.0%
	Neither agree nor disagree	15.7%	18.4%	16.6%
	Disagree	17.7%	16.8%	17.4%
Total		100.0%	100.0%	100.0%

**Q26C MY FUTURE IN THE NAVY APPEARS SECURE \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q26C MY FUTURE IN THE NAVY APPEARS SECURE	Agree	67.1%	59.1%	66.0%
	Neither agree nor disagree	15.8%	21.6%	16.6%
	Disagree	17.1%	19.3%	17.4%
Total		100.0%	100.0%	100.0%

**Q26D I WOULD BE WILLING TO CHANGE MY RATE/DESIGNATOR \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q26D I WOULD BE WILLING TO CHANGE MY RATE/DESIGNATOR	Agree	41.0%	40.3%	33.0%	39.6%
	Neither agree nor disagree	21.2%	18.3%	18.1%	18.9%
	Disagree	37.8%	41.4%	48.9%	41.5%
Total		100.0%	100.0%	100.0%	100.0%

**Q26D I WOULD BE WILLING TO CHANGE MY RATE/DESIGNATOR \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q26D I WOULD BE WILLING TO CHANGE MY RATE/DESIGNATOR	Agree	35.3%	47.5%	39.6%
	Neither agree nor disagree	18.8%	19.1%	18.9%
	Disagree	45.9%	33.4%	41.5%
Total		100.0%	100.0%	100.0%

**Q26D I WOULD BE WILLING TO CHANGE MY RATE/DESIGNATOR \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q26D I WOULD BE WILLING TO CHANGE MY RATE/DESIGNATOR	Agree	39.6%	39.5%	39.6%
	Neither agree nor disagree	18.0%	24.8%	18.9%
	Disagree	42.4%	35.7%	41.5%
Total		100.0%	100.0%	100.0%

**Q26E I AM CONCERNED THAT SOME OF MY FELLOW SAILORS MAY LOSE THEIR JOBS \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q26E I AM CONCERNED THAT SOME OF MY FELLOW SAILORS MAY LOSE THEIR JOBS	Agree	38.0%	51.0%	54.2%	48.5%
	Neither agree nor disagree	37.3%	29.6%	22.8%	30.5%
	Disagree	24.6%	19.4%	23.0%	21.0%
Total		100.0%	100.0%	100.0%	100.0%

**Q26E I AM CONCERNED THAT SOME OF MY FELLOW SAILORS MAY LOSE THEIR JOBS \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q26E I AM CONCERNED THAT SOME OF MY FELLOW SAILORS MAY LOSE THEIR JOBS	Agree	46.1%	52.8%	48.5%
	Neither agree nor disagree	31.5%	28.8%	30.5%
	Disagree	22.4%	18.4%	21.0%
Total		100.0%	100.0%	100.0%

**Q26E I AM CONCERNED THAT SOME OF MY FELLOW SAILORS MAY LOSE THEIR JOBS \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q26E I AM CONCERNED THAT SOME OF MY FELLOW SAILORS MAY LOSE THEIR JOBS	Agree	48.4%	48.6%	48.5%
	Neither agree nor disagree	30.6%	30.3%	30.5%
	Disagree	21.0%	21.1%	21.0%
Total		100.0%	100.0%	100.0%

**Q26F I AM CONCERNED THAT FUTURE POLICIES WILL HURT MY JOB \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q26F I AM CONCERNED THAT FUTURE POLICIES WILL HURT MY JOB	Agree	43.9%	51.6%	42.1%	48.7%
	Neither agree nor disagree	39.0%	30.6%	30.7%	32.5%
	Disagree	17.1%	17.8%	27.3%	18.8%
Total		100.0%	100.0%	100.0%	100.0%

**Q26F I AM CONCERNED THAT FUTURE POLICIES WILL HURT MY JOB \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q26F I AM CONCERNED THAT FUTURE POLICIES WILL HURT MY JOB	Agree	47.5%	51.0%	48.7%
	Neither agree nor disagree	32.7%	32.1%	32.5%
	Disagree	19.7%	16.9%	18.8%
Total		100.0%	100.0%	100.0%

**Q26F I AM CONCERNED THAT FUTURE POLICIES WILL HURT MY JOB \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q26F I AM CONCERNED THAT FUTURE POLICIES WILL HURT MY JOB	Agree	49.1%	46.5%	48.7%
	Neither agree nor disagree	32.8%	30.7%	32.5%
	Disagree	18.1%	22.8%	18.8%
Total		100.0%	100.0%	100.0%

**Q27A THE NAVYS PERSONNEL POLICIES SEEM FAIR TO ME \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q27A THE NAVYS PERSONNEL POLICIES SEEM FAIR TO ME	Agree	46.0%	50.5%	65.6%	51.3%
	Neither agree nor disagree	28.1%	27.7%	17.4%	26.5%
	Disagree	25.9%	21.8%	16.9%	22.1%
Total		100.0%	100.0%	100.0%	100.0%

**Q27A THE NAVYS PERSONNEL POLICIES SEEM FAIR TO ME \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q27A THE NAVYS PERSONNEL POLICIES SEEM FAIR TO ME	Agree	50.2%	53.4%	51.3%
	Neither agree nor disagree	28.0%	23.7%	26.5%
	Disagree	21.8%	22.8%	22.1%
Total		100.0%	100.0%	100.0%

**Q27A THE NAVYS PERSONNEL POLICIES SEEM FAIR TO ME \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q27A THE NAVYS PERSONNEL POLICIES SEEM FAIR TO ME	Agree	52.3%	45.5%	51.3%
	Neither agree nor disagree	25.9%	30.5%	26.5%
	Disagree	21.8%	24.1%	22.1%
Total		100.0%	100.0%	100.0%



**Q27B THE NAVYS POLICIES ARE RETAINING THE BEST QUALITY SAILORS \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q27B THE NAVYS POLICIES ARE RETAINING THE BEST QUALITY SAILORS	Agree	38.3%	38.8%	47.1%	39.7%
	Neither agree nor disagree	27.7%	24.8%	16.2%	24.4%
	Disagree	34.0%	36.4%	36.7%	35.9%
Total		100.0%	100.0%	100.0%	100.0%

**Q27B THE NAVYS POLICIES ARE RETAINING THE BEST QUALITY SAILORS \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q27B THE NAVYS POLICIES ARE RETAINING THE BEST QUALITY SAILORS	Agree	36.9%	44.7%	39.7%
	Neither agree nor disagree	24.6%	24.1%	24.4%
	Disagree	38.4%	31.2%	35.9%
Total		100.0%	100.0%	100.0%

**Q27B THE NAVYS POLICIES ARE RETAINING THE BEST QUALITY SAILORS \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q27B THE NAVYS POLICIES ARE RETAINING THE BEST QUALITY SAILORS	Agree	40.3%	35.9%	39.7%
	Neither agree nor disagree	23.5%	30.1%	24.4%
	Disagree	36.2%	34.0%	35.9%
Total		100.0%	100.0%	100.0%

**Q27C I TRUST THE NAVY TO LOOK OUT FOR MY BEST INTERESTS \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q27C I TRUST THE NAVY TO LOOK OUT FOR MY BEST INTERESTS	Agree	32.5%	29.0%	38.1%	30.9%
	Neither agree nor disagree	25.0%	28.1%	28.6%	27.5%
	Disagree	42.5%	42.9%	33.3%	41.7%
Total		100.0%	100.0%	100.0%	100.0%

**Q27C I TRUST THE NAVY TO LOOK OUT FOR MY BEST INTERESTS \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q27C I TRUST THE NAVY TO LOOK OUT FOR MY BEST INTERESTS	Agree	28.2%	35.7%	30.9%
	Neither agree nor disagree	27.0%	28.3%	27.5%
	Disagree	44.8%	36.0%	41.7%
Total		100.0%	100.0%	100.0%

**Q27C I TRUST THE NAVY TO LOOK OUT FOR MY BEST INTERESTS \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q27C I TRUST THE NAVY TO LOOK OUT FOR MY BEST INTERESTS	Agree	31.3%	27.9%	30.9%
	Neither agree nor disagree	27.0%	30.7%	27.5%
	Disagree	41.7%	41.4%	41.7%
Total		100.0%	100.0%	100.0%

**Q27D POLICIES THAT AFFECT THE NAVYS SIZE WILL BE FAIR AND CONSISTENT \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q27D POLICIES THAT AFFECT THE NAVYS SIZE WILL BE FAIR AND CONSISTENT	Agree	40.8%	36.8%	40.2%	38.1%
	Neither agree nor disagree	33.6%	36.0%	29.4%	34.7%
	Disagree	25.5%	27.2%	30.5%	27.2%
Total		100.0%	100.0%	100.0%	100.0%

**Q27D POLICIES THAT AFFECT THE NAVYS SIZE WILL BE FAIR AND CONSISTENT \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q27D POLICIES THAT AFFECT THE NAVYS SIZE WILL BE FAIR AND CONSISTENT	Agree	36.4%	41.2%	38.1%
	Neither agree nor disagree	35.1%	33.9%	34.7%
	Disagree	28.4%	24.9%	27.2%
Total		100.0%	100.0%	100.0%

**Q27D POLICIES THAT AFFECT THE NAVYS SIZE WILL BE FAIR AND CONSISTENT \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q27D POLICIES THAT AFFECT THE NAVYS SIZE WILL BE FAIR AND CONSISTENT	Agree	38.8%	34.0%	38.1%
	Neither agree nor disagree	34.5%	35.7%	34.7%
	Disagree	26.7%	30.3%	27.2%
Total		100.0%	100.0%	100.0%

**Q28A I WOULD ENCOURAGE OTHER TO JOIN THE NAVY \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q28A I WOULD ENCOURAGE OTHER TO JOIN THE NAVY	Agree	42.8%	53.2%	77.4%	53.8%
	Neither agree nor disagree	24.4%	22.4%	14.0%	21.8%
	Disagree	32.8%	24.4%	8.6%	24.4%
Total		100.0%	100.0%	100.0%	100.0%

**Q28A I WOULD ENCOURAGE OTHER TO JOIN THE NAVY \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q28A I WOULD ENCOURAGE OTHER TO JOIN THE NAVY	Agree	53.3%	54.7%	53.8%
	Neither agree nor disagree	21.1%	23.2%	21.8%
	Disagree	25.6%	22.1%	24.4%
Total		100.0%	100.0%	100.0%

**Q28A I WOULD ENCOURAGE OTHER TO JOIN THE NAVY \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q28A I WOULD ENCOURAGE OTHER TO JOIN THE NAVY	Agree	54.0%	52.4%	53.8%
	Neither agree nor disagree	21.7%	22.4%	21.8%
	Disagree	24.2%	25.2%	24.4%
Total		100.0%	100.0%	100.0%

**Q28B I TALK ABOUT THE NAVY AS A GOOD ORGANIZATION \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q28B I TALK ABOUT THE NAVY AS A GOOD ORGANIZATION	Agree	52.6%	61.4%	83.2%	62.1%
	Neither agree nor disagree	23.3%	23.5%	12.6%	22.1%
	Disagree	24.1%	15.1%	4.2%	15.8%
Total		100.0%	100.0%	100.0%	100.0%

**Q28B I TALK ABOUT THE NAVY AS A GOOD ORGANIZATION \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q28B I TALK ABOUT THE NAVY AS A GOOD ORGANIZATION	Agree	61.8%	62.6%	62.1%
	Neither agree nor disagree	22.3%	21.7%	22.1%
	Disagree	15.9%	15.7%	15.8%
Total		100.0%	100.0%	100.0%

**Q28B I TALK ABOUT THE NAVY AS A GOOD ORGANIZATION \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q28B I TALK ABOUT THE NAVY AS A GOOD ORGANIZATION	Agree	62.8%	57.7%	62.1%
	Neither agree nor disagree	21.6%	25.3%	22.1%
	Disagree	15.6%	17.0%	15.8%
Total		100.0%	100.0%	100.0%

**Q28C I WOULD RECOMMEND THE NAVY AS A GOOD PLACE TO WORK \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q28C I WOULD RECOMMEND THE NAVY AS A GOOD PLACE TO WORK	Agree	44.7%	55.0%	78.0%	55.5%
	Neither agree nor disagree	26.5%	25.2%	15.2%	24.3%
	Disagree	28.8%	19.8%	6.8%	20.2%
Total		100.0%	100.0%	100.0%	100.0%

**Q28C I WOULD RECOMMEND THE NAVY AS A GOOD PLACE TO WORK \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q28C I WOULD RECOMMEND THE NAVY AS A GOOD PLACE TO WORK	Agree	54.2%	57.9%	55.5%
	Neither agree nor disagree	24.3%	24.2%	24.3%
	Disagree	21.5%	17.9%	20.2%
Total		100.0%	100.0%	100.0%

**Q28C I WOULD RECOMMEND THE NAVY AS A GOOD PLACE TO WORK \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q28C I WOULD RECOMMEND THE NAVY AS A GOOD PLACE TO WORK	Agree	55.8%	53.4%	55.5%
	Neither agree nor disagree	24.0%	26.0%	24.3%
	Disagree	20.2%	20.6%	20.2%
Total		100.0%	100.0%	100.0%

**Q28D I WOULD CONSIDER WEARING CIVILIAN CLOTHING WITH NAVY LOGOS \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q28D I WOULD CONSIDER WEARING CIVILIAN CLOTHING WITH NAVY LOGOS	Agree	50.8%	50.6%	61.6%	52.0%
	Neither agree nor disagree	20.2%	17.6%	16.9%	18.1%
	Disagree	28.9%	31.8%	21.5%	29.9%
Total		100.0%	100.0%	100.0%	100.0%

**Q28D I WOULD CONSIDER WEARING CIVILIAN CLOTHING WITH NAVY LOGOS \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q28D I WOULD CONSIDER WEARING CIVILIAN CLOTHING WITH NAVY LOGOS	Agree	53.4%	49.4%	52.0%
	Neither agree nor disagree	18.1%	18.2%	18.1%
	Disagree	28.5%	32.4%	29.9%
Total		100.0%	100.0%	100.0%

**Q28D I WOULD CONSIDER WEARING CIVILIAN CLOTHING WITH NAVY LOGOS \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q28D I WOULD CONSIDER WEARING CIVILIAN CLOTHING WITH NAVY LOGOS	Agree	51.6%	54.4%	52.0%
	Neither agree nor disagree	18.1%	18.2%	18.1%
	Disagree	30.3%	27.4%	29.9%
Total		100.0%	100.0%	100.0%

**Q28E INFORMATION ABOUT THE NAVY FROM NON-NAVY SOURCES IS USUALLY POSITIVE \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q28E INFORMATION ABOUT THE NAVY FROM NON-NAVY SOURCES IS USUALLY POSITIVE	Agree	45.0%	45.0%	62.3%	47.1%
	Neither agree nor disagree	33.5%	33.0%	25.3%	32.2%
	Disagree	21.4%	22.0%	12.4%	20.7%
Total		100.0%	100.0%	100.0%	100.0%

**Q28E INFORMATION ABOUT THE NAVY FROM NON-NAVY SOURCES IS USUALLY POSITIVE \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q28E INFORMATION ABOUT THE NAVY FROM NON-NAVY SOURCES IS USUALLY POSITIVE	Agree	46.0%	49.2%	47.1%
	Neither agree nor disagree	33.8%	29.2%	32.2%
	Disagree	20.3%	21.5%	20.7%
Total		100.0%	100.0%	100.0%

**Q28E INFORMATION ABOUT THE NAVY FROM NON-NAVY SOURCES IS USUALLY POSITIVE \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q28E INFORMATION ABOUT THE NAVY FROM NON-NAVY SOURCES IS USUALLY POSITIVE	Agree	48.0%	41.8%	47.1%
	Neither agree nor disagree	31.9%	34.1%	32.2%
	Disagree	20.1%	24.1%	20.7%
Total		100.0%	100.0%	100.0%

**Q28F INFORMATION ABOUT THE NAVY FROM FELLOW SAILORS IS USUALLY POSITIVE \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q28F INFORMATION ABOUT THE NAVY FROM FELLOW SAILORS IS USUALLY POSITIVE	Agree	19.0%	22.0%	52.7%	25.0%
	Neither agree nor disagree	26.8%	27.8%	25.0%	27.2%
	Disagree	54.2%	50.2%	22.3%	47.8%
Total		100.0%	100.0%	100.0%	100.0%

**Q28F INFORMATION ABOUT THE NAVY FROM FELLOW SAILORS IS USUALLY POSITIVE \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q28F INFORMATION ABOUT THE NAVY FROM FELLOW SAILORS IS USUALLY POSITIVE	Agree	23.3%	28.1%	25.0%
	Neither agree nor disagree	26.5%	28.6%	27.2%
	Disagree	50.2%	43.3%	47.8%
Total		100.0%	100.0%	100.0%

**Q28F INFORMATION ABOUT THE NAVY FROM FELLOW SAILORS IS USUALLY POSITIVE \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q28F INFORMATION ABOUT THE NAVY FROM FELLOW SAILORS IS USUALLY POSITIVE	Agree	26.2%	17.8%	25.0%
	Neither agree nor disagree	26.8%	29.6%	27.2%
	Disagree	47.0%	52.6%	47.8%
Total		100.0%	100.0%	100.0%

**Q28G NAVY OF TOMORROW WILL BE BETTER THAN THE NAVY TODAY \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q28G NAVY OF TOMORROW WILL BE BETTER THAN THE NAVY TODAY	Agree	31.1%	33.2%	40.2%	33.6%
	Neither agree nor disagree	44.0%	38.8%	35.3%	39.5%
	Disagree	24.9%	28.0%	24.5%	26.9%
Total		100.0%	100.0%	100.0%	100.0%

**Q28G NAVY OF TOMORROW WILL BE BETTER THAN THE NAVY TODAY \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q28G NAVY OF TOMORROW WILL BE BETTER THAN THE NAVY TODAY	Agree	31.5%	37.4%	33.6%
	Neither agree nor disagree	40.0%	38.7%	39.5%
	Disagree	28.6%	23.9%	26.9%
Total		100.0%	100.0%	100.0%

**Q28G NAVY OF TOMORROW WILL BE BETTER THAN THE NAVY TODAY \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q28G NAVY OF TOMORROW WILL BE BETTER THAN THE NAVY TODAY	Agree	35.0%	25.0%	33.6%
	Neither agree nor disagree	38.3%	47.2%	39.5%
	Disagree	26.8%	27.8%	26.9%
Total		100.0%	100.0%	100.0%

**Q29A HOW WOULD YOU RATE NAVY TONE? \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q29A HOW WOULD YOU RATE NAVY TONE?	High	29.0%	30.6%	40.2%	31.4%
	Medium	41.8%	47.2%	48.3%	46.1%
	Low	29.2%	22.2%	11.5%	22.5%
Total		100.0%	100.0%	100.0%	100.0%

**Q29A HOW WOULD YOU RATE NAVY TONE? \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q29A HOW WOULD YOU RATE NAVY TONE?	High	29.5%	34.9%	31.4%
	Medium	47.1%	44.3%	46.1%
	Low	23.4%	20.8%	22.5%
Total		100.0%	100.0%	100.0%



**Q29A HOW WOULD YOU RATE NAVY TONE? \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q29A HOW WOULD YOU RATE NAVY TONE?	High	32.5%	24.6%	31.4%
	Medium	45.8%	47.8%	46.1%
	Low	21.7%	27.7%	22.5%
Total		100.0%	100.0%	100.0%

**Q29B HOW WOULD RATE YOUR COMMANDS TONE? \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q29B HOW WOULD RATE YOUR COMMANDS TONE?	High	28.6%	29.2%	45.7%	31.0%
	Medium	35.1%	35.0%	36.5%	35.2%
	Low	36.3%	35.8%	17.8%	33.8%
Total		100.0%	100.0%	100.0%	100.0%

**Q29B HOW WOULD RATE YOUR COMMANDS TONE? \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q29B HOW WOULD RATE YOUR COMMANDS TONE?	High	29.4%	34.0%	31.0%
	Medium	34.6%	36.3%	35.2%
	Low	36.0%	29.7%	33.8%
Total		100.0%	100.0%	100.0%

**Q29B HOW WOULD RATE YOUR COMMANDS TONE? \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q29B HOW WOULD RATE YOUR COMMANDS TONE?	High	32.3%	23.4%	31.0%
	Medium	34.6%	38.5%	35.2%
	Low	33.1%	38.1%	33.8%
Total		100.0%	100.0%	100.0%

**Q32 ARE IN YOUR FIRST ENLISTMENT, INITIAL OBLIGATION, OR FIRST TERM OF SERVICE? \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q32 ARE IN YOUR FIRST ENLISTMENT, INITIAL OBLIGATION, OR FIRST TERM OF SERVICE?	Yes	98.4%	46.8%	.3%	52.8%
	No	1.6%	53.2%	99.7%	47.2%
Total		100.0%	100.0%	100.0%	100.0%

**Q32 ARE IN YOUR FIRST ENLISTMENT, INITIAL OBLIGATION, OR FIRST TERM OF SERVICE? \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q32 ARE IN YOUR FIRST ENLISTMENT, INITIAL OBLIGATION, OR FIRST TERM OF SERVICE?	Yes	54.8%	49.1%	52.8%
	No	45.2%	50.9%	47.2%
Total		100.0%	100.0%	100.0%

**Q32 ARE IN YOUR FIRST ENLISTMENT, INITIAL OBLIGATION, OR FIRST TERM OF SERVICE? \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q32 ARE IN YOUR FIRST ENLISTMENT, INITIAL OBLIGATION, OR FIRST TERM OF SERVICE?	Yes	53.2%	50.4%	52.8%
	No	46.8%	49.6%	47.2%
Total		100.0%	100.0%	100.0%

**Q33A HOW DOES ACCESS TO TRAINING PROGRAMS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q33A HOW DOES ACCESS TO TRAINING PROGRAMS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY?	Likely to stay	48.2%	51.1%	43.4%	49.5%
	No effect	41.2%	42.1%	51.3%	43.0%
	Likely to leave	9.3%	4.8%	1.2%	5.3%
	Does not apply	1.2%	2.0%	4.1%	2.1%
Total		100.0%	100.0%	100.0%	100.0%

**Q33A HOW DOES ACCESS TO TRAINING PROGRAMS INFLUENCE YOUR LIKELIHOOD  
TO STAY IN THE NAVY? \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q33A HOW DOES ACCESS TO TRAINING PROGRAMS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY?	Likely to stay	44.6%	58.5%	49.5%
	No effect	47.6%	34.7%	43.0%
	Likely to leave	5.8%	4.5%	5.3%
	Does not apply	2.0%	2.2%	2.1%
Total		100.0%	100.0%	100.0%

**Q33A HOW DOES ACCESS TO TRAINING PROGRAMS INFLUENCE YOUR LIKELIHOOD  
TO STAY IN THE NAVY? \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q33A HOW DOES ACCESS TO TRAINING PROGRAMS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY?	Likely to stay	49.7%	48.3%	49.5%
	No effect	42.5%	45.9%	43.0%
	Likely to leave	5.6%	3.7%	5.3%
	Does not apply	2.1%	2.1%	2.1%
Total		100.0%	100.0%	100.0%

**Q33B HOW DOES ACCESS TO COLLEGE OR GRADUATE PROGRAMS INFLUENCE YOUR LIKELIHOOD  
TO STAY IN THE NAVY? \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q33B HOW DOES ACCESS TO COLLEGE OR GRADUATE PROGRAMS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY?	Likely to stay	71.3%	73.7%	62.3%	71.8%
	No effect	18.7%	17.9%	30.8%	19.6%
	Likely to leave	9.3%	6.9%	3.3%	7.0%
	Does not apply	.7%	1.6%	3.7%	1.6%
Total		100.0%	100.0%	100.0%	100.0%

**Q33B HOW DOES ACCESS TO COLLEGE OR GRADUATE PROGRAMS INFLUENCE  
YOUR LIKELIHOOD TO STAY IN THE NAVY? \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q33B HOW DOES ACCESS TO COLLEGE OR GRADUATE PROGRAMS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY?	Likely to stay	70.1%	74.9%	71.8%
	No effect	21.4%	16.4%	19.6%
	Likely to leave	7.0%	7.0%	7.0%
	Does not apply	1.5%	1.8%	1.6%
Total		100.0%	100.0%	100.0%

**Q33B HOW DOES ACCESS TO COLLEGE OR GRADUATE PROGRAMS INFLUENCE  
YOUR LIKELIHOOD TO STAY IN THE NAVY? \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q33B HOW DOES ACCESS TO COLLEGE OR GRADUATE PROGRAMS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY?	Likely to stay	71.2%	75.1%	71.8%
	No effect	19.8%	18.3%	19.6%
	Likely to leave	7.4%	4.6%	7.0%
	Does not apply	1.6%	2.0%	1.6%
Total		100.0%	100.0%	100.0%

**Q33C HOW DOES THE LOCATION OF YOUR NEXT DUTY ASSIGNMENT INFLUENCE YOUR  
LIKELIHOOD TO STAY IN THE NAVY? \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q33C HOW DOES THE LOCATION OF YOUR NEXT DUTY ASSIGNMENT INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY?	Likely to stay	67.0%	72.0%	69.9%	70.6%
	No effect	19.4%	15.3%	16.4%	16.4%
	Likely to leave	11.0%	9.7%	8.8%	9.9%
	Does not apply	2.5%	3.0%	5.0%	3.1%
Total		100.0%	100.0%	100.0%	100.0%

**Q33C HOW DOES THE LOCATION OF YOUR NEXT DUTY ASSIGNMENT INFLUENCE  
YOUR LIKELIHOOD TO STAY IN THE NAVY? \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q33C HOW DOES THE LOCATION OF YOUR NEXT DUTY ASSIGNMENT INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY?	Likely to stay	68.5%	74.4%	70.6%
	No effect	18.2%	13.0%	16.4%
	Likely to leave	9.6%	10.4%	9.9%
	Does not apply	3.6%	2.2%	3.1%
	Total	100.0%	100.0%	100.0%

**Q33C HOW DOES THE LOCATION OF YOUR NEXT DUTY ASSIGNMENT INFLUENCE  
YOUR LIKELIHOOD TO STAY IN THE NAVY? \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q33C HOW DOES THE LOCATION OF YOUR NEXT DUTY ASSIGNMENT INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY?	Likely to stay	71.4%	65.7%	70.6%
	No effect	16.1%	18.2%	16.4%
	Likely to leave	9.6%	11.8%	9.9%
	Does not apply	2.9%	4.3%	3.1%
	Total	100.0%	100.0%	100.0%

**Q33D HOW DOES THE TYPE OF NEXT DUTY ASSIGNMENT INFLUENCE YOUR LIKELIHOOD TO  
STAY IN THE NAVY? \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q33D HOW DOES THE TYPE OF NEXT DUTY ASSIGNMENT INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY?	Likely to stay	66.4%	71.1%	66.3%	69.5%
	No effect	20.7%	16.3%	20.4%	17.8%
	Likely to leave	11.2%	9.5%	8.8%	9.8%
	Does not apply	1.7%	3.1%	4.5%	2.9%
	Total	100.0%	100.0%	100.0%	100.0%

**Q33D HOW DOES THE TYPE OF NEXT DUTY ASSIGNMENT INFLUENCE YOUR  
LIKELIHOOD TO STAY IN THE NAVY? \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q33D HOW DOES THE TYPE OF NEXT DUTY ASSIGNMENT INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY?	Likely to stay	67.8%	72.6%	69.5%
	No effect	19.0%	15.5%	17.8%
	Likely to leave	9.6%	10.2%	9.8%
	Does not apply	3.6%	1.7%	2.9%
Total		100.0%	100.0%	100.0%

**Q33D HOW DOES THE TYPE OF NEXT DUTY ASSIGNMENT INFLUENCE YOUR  
LIKELIHOOD TO STAY IN THE NAVY? \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q33D HOW DOES THE TYPE OF NEXT DUTY ASSIGNMENT INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY?	Likely to stay	70.3%	64.8%	69.5%
	No effect	17.7%	18.1%	17.8%
	Likely to leave	9.3%	13.1%	9.8%
	Does not apply	2.8%	4.1%	2.9%
Total		100.0%	100.0%	100.0%

**Q33E HOW DOES ENJOYMENT OF YOUR NAVY JOB INFLUENCE YOUR LIKELIHOOD TO STAY IN  
THE NAVY? \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q33E HOW DOES ENJOYMENT OF YOUR NAVY JOB INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY?	Likely to stay	64.1%	73.6%	76.7%	71.9%
	No effect	18.3%	14.2%	14.0%	15.1%
	Likely to leave	17.2%	11.4%	6.2%	12.1%
	Does not apply	.3%	.8%	3.2%	1.0%
Total		100.0%	100.0%	100.0%	100.0%

**Q33E HOW DOES ENJOYMENT OF YOUR NAVY JOB INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q33E HOW DOES ENJOYMENT OF YOUR NAVY JOB INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY?	Likely to stay	70.6%	74.3%	71.9%
	No effect	15.4%	14.6%	15.1%
	Likely to leave	13.1%	10.2%	12.1%
	Does not apply	1.0%	1.0%	1.0%
Total		100.0%	100.0%	100.0%

**Q33E HOW DOES ENJOYMENT OF YOUR NAVY JOB INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q33E HOW DOES ENJOYMENT OF YOUR NAVY JOB INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY?	Likely to stay	72.3%	69.6%	71.9%
	No effect	15.1%	15.3%	15.1%
	Likely to leave	11.8%	13.4%	12.1%
	Does not apply	.9%	1.7%	1.0%
Total		100.0%	100.0%	100.0%

**Q33F HOW DOES ADVANCEMENT/PROMOTION POTENTIAL INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q33F HOW DOES ADVANCEMENT/PROMOTION POTENTIAL INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY?	Likely to stay	63.7%	69.9%	61.9%	67.5%
	No effect	16.1%	13.9%	18.9%	15.0%
	Likely to leave	19.6%	14.9%	12.9%	15.7%
	Does not apply	.6%	1.3%	6.3%	1.8%
Total		100.0%	100.0%	100.0%	100.0%

**Q33F HOW DOES ADVANCEMENT/PROMOTION POTENTIAL INFLUENCE YOUR  
LIKELIHOOD TO STAY IN THE NAVY? \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q33F HOW DOES ADVANCEMENT/ PROMOTION POTENTIAL INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY?	Likely to stay	64.3%	73.3%	67.5%
	No effect	16.5%	12.2%	15.0%
	Likely to leave	17.4%	12.6%	15.7%
	Does not apply	1.7%	1.8%	1.8%
Total		100.0%	100.0%	100.0%

**Q33F HOW DOES ADVANCEMENT/PROMOTION POTENTIAL INFLUENCE YOUR  
LIKELIHOOD TO STAY IN THE NAVY? \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q33F HOW DOES ADVANCEMENT/ PROMOTION POTENTIAL INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY?	Likely to stay	67.2%	69.3%	67.5%
	No effect	15.2%	13.6%	15.0%
	Likely to leave	15.9%	14.9%	15.7%
	Does not apply	1.7%	2.2%	1.8%
Total		100.0%	100.0%	100.0%

**Q33G HOW DO CURRENT CIVILIAN OPPORTUNITIES INFLUENCE YOUR LIKELIHOOD TO STAY IN  
THE NAVY? \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q33G HOW DO CURRENT CIVILIAN OPPORTUNITIES INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY?	Likely to stay	34.3%	31.5%	30.3%	32.0%
	No effect	30.1%	30.5%	40.0%	31.6%
	Likely to leave	32.7%	35.4%	26.5%	33.8%
	Does not apply	2.9%	2.5%	3.3%	2.7%
Total		100.0%	100.0%	100.0%	100.0%



**Q33G HOW DO CURRENT CIVILIAN OPPORTUNITIES INFLUENCE YOUR  
LIKELIHOOD TO STAY IN THE NAVY? \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q33G HOW DO CURRENT CIVILIAN OPPORTUNITIES INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY?	Likely to stay	27.3%	40.4%	32.0%
	No effect	33.9%	27.4%	31.6%
	Likely to leave	36.5%	28.8%	33.8%
	Does not apply	2.3%	3.4%	2.7%
Total		100.0%	100.0%	100.0%

**Q33G HOW DO CURRENT CIVILIAN OPPORTUNITIES INFLUENCE YOUR  
LIKELIHOOD TO STAY IN THE NAVY? \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q33G HOW DO CURRENT CIVILIAN OPPORTUNITIES INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY?	Likely to stay	31.9%	32.6%	32.0%
	No effect	31.4%	32.4%	31.6%
	Likely to leave	34.2%	31.3%	33.8%
	Does not apply	2.5%	3.7%	2.7%
Total		100.0%	100.0%	100.0%

**Q33H HOW DO THE MANPOWER NEEDS OF THE NAVY INFLUENCE YOUR LIKELIHOOD TO STAY IN  
THE NAVY? \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q33H HOW DO THE MANPOWER NEEDS OF THE NAVY INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY?	Likely to stay	25.5%	29.2%	33.6%	28.9%
	No effect	50.7%	52.5%	47.0%	51.5%
	Likely to leave	20.5%	15.0%	14.6%	16.2%
	Does not apply	3.3%	3.2%	4.8%	3.4%
Total		100.0%	100.0%	100.0%	100.0%

**Q33H HOW DO THE MANPOWER NEEDS OF THE NAVY INFLUENCE YOUR LIKELIHOOD  
TO STAY IN THE NAVY? \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q33H HOW DO THE MANPOWER NEEDS OF THE NAVY INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY?	Likely to stay	23.5%	38.9%	28.9%
	No effect	56.3%	42.6%	51.5%
	Likely to leave	16.7%	15.3%	16.2%
	Does not apply	3.6%	3.1%	3.4%
Total		100.0%	100.0%	100.0%

**Q33H HOW DO THE MANPOWER NEEDS OF THE NAVY INFLUENCE YOUR LIKELIHOOD  
TO STAY IN THE NAVY? \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q33H HOW DO THE MANPOWER NEEDS OF THE NAVY INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY?	Likely to stay	29.1%	27.7%	28.9%
	No effect	51.1%	53.3%	51.5%
	Likely to leave	16.4%	15.1%	16.2%
	Does not apply	3.3%	3.9%	3.4%
Total		100.0%	100.0%	100.0%

**Q33I HOW DO GENERAL PUBLIC ATTITUDES ABOUT THE MILITARY INFLUENCE YOUR LIKELIHOOD  
TO STAY IN THE NAVY? \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q33I HOW DO GENERAL PUBLIC ATTITUDES ABOUT THE MILITARY INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY?	Likely to stay	30.1%	29.1%	33.5%	29.9%
	No effect	54.9%	58.9%	59.4%	58.1%
	Likely to leave	12.5%	7.2%	1.0%	7.7%
	Does not apply	2.5%	4.7%	6.1%	4.4%
Total		100.0%	100.0%	100.0%	100.0%

**Q33I HOW DO GENERAL PUBLIC ATTITUDES ABOUT THE MILITARY INFLUENCE YOUR  
LIKELIHOOD TO STAY IN THE NAVY? \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q33I HOW DO GENERAL PUBLIC ATTITUDES ABOUT THE MILITARY INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY?	Likely to stay	25.4%	38.0%	29.9%
	No effect	62.7%	49.6%	58.1%
	Likely to leave	7.3%	8.2%	7.7%
	Does not apply	4.5%	4.2%	4.4%
Total		100.0%	100.0%	100.0%

**Q33I HOW DO GENERAL PUBLIC ATTITUDES ABOUT THE MILITARY INFLUENCE YOUR  
LIKELIHOOD TO STAY IN THE NAVY? \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q33I HOW DO GENERAL PUBLIC ATTITUDES ABOUT THE MILITARY INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY?	Likely to stay	30.9%	23.5%	29.9%
	No effect	57.1%	63.9%	58.1%
	Likely to leave	7.8%	7.1%	7.7%
	Does not apply	4.2%	5.5%	4.4%
Total		100.0%	100.0%	100.0%

**Q33J HOW DOES MILITARY PAY INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q33J HOW DOES MILITARY PAY INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY?	Likely to stay	57.2%	70.6%	76.7%	68.4%
	No effect	16.6%	10.1%	13.1%	11.9%
	Likely to leave	25.8%	18.5%	8.5%	18.9%
	Does not apply	.5%	.8%	1.7%	.8%
Total		100.0%	100.0%	100.0%	100.0%

**Q33J HOW DOES MILITARY PAY INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q33J HOW DOES MILITARY PAY INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY?	Likely to stay	65.8%	73.1%	68.4%
	No effect	12.6%	10.6%	11.9%
	Likely to leave	20.6%	15.8%	18.9%
	Does not apply	1.0%	.6%	.8%
Total		100.0%	100.0%	100.0%

**Q33J HOW DOES MILITARY PAY INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q33J HOW DOES MILITARY PAY INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY?	Likely to stay	68.6%	66.8%	68.4%
	No effect	11.2%	16.0%	11.9%
	Likely to leave	19.4%	15.8%	18.9%
	Does not apply	.7%	1.5%	.8%
Total		100.0%	100.0%	100.0%

**Q33K HOW DO SPECIAL PAYS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q33K HOW DO SPECIAL PAYS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY?	Likely to stay	58.6%	62.1%	56.5%	60.6%
	No effect	25.2%	23.2%	30.7%	24.6%
	Likely to leave	11.9%	8.6%	4.2%	8.8%
	Does not apply	4.2%	6.1%	8.6%	6.0%
Total		100.0%	100.0%	100.0%	100.0%

**Q33K HOW DO SPECIAL PAYS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q33K HOW DO SPECIAL PAYS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY?	Likely to stay	59.3%	63.1%	60.6%
	No effect	25.4%	23.0%	24.6%
	Likely to leave	9.1%	8.4%	8.8%
	Does not apply	6.3%	5.4%	6.0%
Total		100.0%	100.0%	100.0%

**Q33K HOW DO SPECIAL PAYS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q33K HOW DO SPECIAL PAYS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY?	Likely to stay	61.9%	52.8%	60.6%
	No effect	23.5%	31.0%	24.6%
	Likely to leave	9.0%	7.7%	8.8%
	Does not apply	5.6%	8.5%	6.0%
Total		100.0%	100.0%	100.0%

**Q33L HOW DO SRB OR BONUSES INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q33L HOW DO SRB OR BONUSES INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY?	Likely to stay	60.6%	64.8%	37.4%	60.6%
	No effect	23.4%	18.3%	37.7%	21.7%
	Likely to leave	11.6%	10.4%	6.9%	10.3%
	Does not apply	4.4%	6.5%	18.0%	7.4%
Total		100.0%	100.0%	100.0%	100.0%

**Q33L HOW DO SRB OR BONUSES INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q33L HOW DO SRB OR BONUSES INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY?	Likely to stay	59.7%	62.2%	60.6%
	No effect	22.7%	19.9%	21.7%
	Likely to leave	10.4%	10.0%	10.3%
	Does not apply	7.2%	7.8%	7.4%
Total		100.0%	100.0%	100.0%

**Q33L HOW DO SRB OR BONUSES INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q33L HOW DO SRB OR BONUSES INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY?	Likely to stay	61.0%	58.1%	60.6%
	No effect	21.3%	24.1%	21.7%
	Likely to leave	10.6%	8.4%	10.3%
	Does not apply	7.1%	9.5%	7.4%
Total		100.0%	100.0%	100.0%

**Q33M HOW DO RETIREMENT BENEFITS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q33M HOW DO RETIREMENT BENEFITS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY?	Likely to stay	69.8%	80.3%	79.6%	77.8%
	No effect	22.2%	13.2%	11.2%	15.0%
	Likely to leave	6.2%	5.6%	7.4%	6.0%
	Does not apply	1.8%	.9%	1.7%	1.2%
Total		100.0%	100.0%	100.0%	100.0%

**Q33M HOW DO RETIREMENT BENEFITS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q33M HOW DO	Likely to stay	77.0%	79.5%	77.8%
RETIREMENT	No effect	15.9%	13.3%	15.0%
BENEFITS INFLUENCE	Likely to leave	6.0%	6.0%	6.0%
YOUR LIKELIHOOD TO	Does not apply	1.2%	1.3%	1.2%
STAY IN THE NAVY?				
Total		100.0%	100.0%	100.0%

**Q33M HOW DO RETIREMENT BENEFITS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q33M HOW DO	Likely to stay	79.3%	69.1%	77.8%
RETIREMENT	No effect	13.5%	24.0%	15.0%
BENEFITS INFLUENCE	Likely to leave	6.2%	4.4%	6.0%
YOUR LIKELIHOOD TO	Does not apply	1.0%	2.4%	1.2%
STAY IN THE NAVY?				
Total		100.0%	100.0%	100.0%

**Q33N HOW DOES MILITARY HEALTHCARE INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q33N HOW DOES	Likely to stay	75.0%	77.8%	74.6%	76.8%
MILITARY HEALTHCARE	No effect	17.1%	12.2%	17.7%	14.0%
INFLUENCE YOUR	Likely to leave	7.5%	8.8%	6.0%	8.2%
LIKELIHOOD TO STAY IN	Does not apply	.4%	1.2%	1.6%	1.1%
THE NAVY?					
Total		100.0%	100.0%	100.0%	100.0%

**Q33N HOW DOES MILITARY HEALTHCARE INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q33N HOW DOES	Likely to stay	75.1%	79.8%	76.8%
MILITARY HEALTHCARE	No effect	15.1%	11.8%	14.0%
INFLUENCE YOUR	Likely to leave	8.5%	7.6%	8.2%
LIKELIHOOD TO STAY IN	Does not apply	1.2%	.8%	1.1%
THE NAVY?				
Total		100.0%	100.0%	100.0%

**Q33N HOW DOES MILITARY HEALTHCARE INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q33N HOW DOES MILITARY HEALTHCARE INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY?	Likely to stay	77.1%	74.5%	76.8%
	No effect	13.7%	15.3%	14.0%
	Likely to leave	8.2%	8.2%	8.2%
	Does not apply	.9%	2.0%	1.1%
Total		100.0%	100.0%	100.0%

**Q33O HOW DO MILITARY FAMILY SUPPORT SERVICES INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q33O HOW DO MILITARY FAMILY SUPPORT SERVICES INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY?	Likely to stay	55.5%	59.3%	50.8%	57.5%
	No effect	34.3%	32.5%	43.0%	34.2%
	Likely to leave	5.8%	4.5%	2.5%	4.5%
	Does not apply	4.3%	3.7%	3.7%	3.9%
Total		100.0%	100.0%	100.0%	100.0%

**Q33O HOW DO MILITARY FAMILY SUPPORT SERVICES INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q33O HOW DO MILITARY FAMILY SUPPORT SERVICES INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY?	Likely to stay	52.7%	66.2%	57.5%
	No effect	38.7%	25.8%	34.2%
	Likely to leave	4.3%	4.9%	4.5%
	Does not apply	4.2%	3.2%	3.9%
Total		100.0%	100.0%	100.0%

**Q33O HOW DO MILITARY FAMILY SUPPORT SERVICES INFLUENCE YOUR  
LIKELIHOOD TO STAY IN THE NAVY? \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q33O HOW DO MILITARY FAMILY SUPPORT SERVICES INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY?	Likely to stay	58.1%	53.5%	57.5%
	No effect	33.6%	37.4%	34.2%
	Likely to leave	4.4%	5.1%	4.5%
	Does not apply	3.8%	4.1%	3.9%
	Total	100.0%	100.0%	100.0%

**Q33P HOW DOES MILITARY HOUSING ACCESS AND QUALITY INFLUENCE YOUR LIKELIHOOD TO  
STAY IN THE NAVY? \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q33P HOW DOES MILITARY HOUSING ACCESS AND QUALITY INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY?	Likely to stay	50.7%	47.9%	33.8%	46.8%
	No effect	32.6%	36.4%	48.8%	37.0%
	Likely to leave	13.3%	10.1%	7.7%	10.6%
	Does not apply	3.4%	5.6%	9.6%	5.6%
	Total	100.0%	100.0%	100.0%	100.0%

**Q33P HOW DOES MILITARY HOUSING ACCESS AND QUALITY INFLUENCE YOUR  
LIKELIHOOD TO STAY IN THE NAVY? \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q33P HOW DOES MILITARY HOUSING ACCESS AND QUALITY INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY?	Likely to stay	41.2%	57.2%	46.8%
	No effect	41.3%	29.2%	37.0%
	Likely to leave	11.7%	8.5%	10.6%
	Does not apply	5.9%	5.1%	5.6%
	Total	100.0%	100.0%	100.0%



**Q33P HOW DOES MILITARY HOUSING ACCESS AND QUALITY INFLUENCE YOUR  
LIKELIHOOD TO STAY IN THE NAVY? \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q33P HOW DOES MILITARY HOUSING ACCESS AND QUALITY INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY?	Likely to stay	47.7%	41.5%	46.8%
	No effect	36.2%	42.2%	37.0%
	Likely to leave	10.8%	9.1%	10.6%
	Does not apply	5.3%	7.2%	5.6%
Total		100.0%	100.0%	100.0%

**Q33Q HOW DO MILITARY RECREATION AND ACTIVITY FACILITIES INFLUENCE YOUR LIKELIHOOD  
TO STAY IN THE NAVY? \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q33Q HOW DO MILITARY RECREATION AND ACTIVITY FACILITIES INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY?	Likely to stay	55.8%	59.5%	50.5%	57.6%
	No effect	36.0%	34.2%	41.9%	35.5%
	Likely to leave	7.0%	4.6%	4.3%	5.1%
	Does not apply	1.2%	1.7%	3.3%	1.8%
Total		100.0%	100.0%	100.0%	100.0%

**Q33Q HOW DO MILITARY RECREATION AND ACTIVITY FACILITIES INFLUENCE YOUR  
LIKELIHOOD TO STAY IN THE NAVY? \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q33Q HOW DO MILITARY RECREATION AND ACTIVITY FACILITIES INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY?	Likely to stay	53.5%	65.0%	57.6%
	No effect	38.7%	29.7%	35.5%
	Likely to leave	5.7%	4.0%	5.1%
	Does not apply	2.0%	1.3%	1.8%
Total		100.0%	100.0%	100.0%

**Q33Q HOW DO MILITARY RECREATION AND ACTIVITY FACILITIES INFLUENCE YOUR  
LIKELIHOOD TO STAY IN THE NAVY? \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q33Q HOW DO MILITARY RECREATION AND ACTIVITY FACILITIES INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY?	Likely to stay	58.5%	52.2%	57.6%
	No effect	34.7%	40.6%	35.5%
	Likely to leave	5.2%	4.4%	5.1%
	Does not apply	1.6%	2.8%	1.8%
Total		100.0%	100.0%	100.0%

**Q33R HOW DO FAMILY NEEDS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q33R HOW DO FAMILY NEEDS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY?	Likely to stay	60.0%	67.5%	67.8%	65.8%
	No effect	22.4%	18.0%	18.4%	19.0%
	Likely to leave	10.5%	8.3%	8.7%	8.9%
	Does not apply	7.1%	6.2%	5.1%	6.3%
Total		100.0%	100.0%	100.0%	100.0%

**Q33R HOW DO FAMILY NEEDS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q33R HOW DO FAMILY NEEDS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY?	Likely to stay	62.1%	72.8%	65.8%
	No effect	21.5%	14.5%	19.0%
	Likely to leave	9.1%	8.4%	8.9%
	Does not apply	7.3%	4.3%	6.3%
Total		100.0%	100.0%	100.0%

**Q33R HOW DO FAMILY NEEDS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q33R HOW DO FAMILY NEEDS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY?	Likely to stay	66.5%	61.7%	65.8%
	No effect	18.6%	21.7%	19.0%
	Likely to leave	8.9%	8.8%	8.9%
	Does not apply	6.0%	7.8%	6.3%
Total		100.0%	100.0%	100.0%

**Q34 WILL YOU BE MAKING A FORMAL DECISION ABOUT YOUR NAVY CAREER IN THE NEXT 12 MONTHS? \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q34 WILL YOU BE MAKING A FORMAL DECISION ABOUT YOUR NAVY CAREER IN THE NEXT 12 MONTHS?	Yes	35.1%	50.2%	62.3%	48.3%
	No	64.9%	49.8%	37.7%	51.7%
Total		100.0%	100.0%	100.0%	100.0%

**Q34 WILL YOU BE MAKING A FORMAL DECISION ABOUT YOUR NAVY CAREER IN THE NEXT 12 MONTHS? \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q34 WILL YOU BE MAKING A FORMAL DECISION ABOUT YOUR NAVY CAREER IN THE NEXT 12 MONTHS?	Yes	45.3%	54.0%	48.3%
	No	54.7%	46.0%	51.7%
Total		100.0%	100.0%	100.0%

**Q34 WILL YOU BE MAKING A FORMAL DECISION ABOUT YOUR NAVY CAREER IN THE NEXT 12 MONTHS? \* ENLOFF Enlisted or Officer Crosstabulation**

% within ENLOFF Enlisted or Officer

		ENLOFF Enlisted or Officer	Total
		Enlisted	
Q34 WILL YOU BE MAKING A FORMAL DECISION ABOUT YOUR NAVY CAREER IN THE NEXT 12 MONTHS?	Yes	48.3%	48.3%
	No	51.7%	51.7%
Total		100.0%	100.0%

**Q35A HOW DOES YOUR SPOUSE IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q35A HOW DOES YOUR SPOUSE IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE?	Likely to stay	21.0%	39.2%	58.1%	37.4%
	No effect	21.4%	19.6%	16.9%	19.7%
	Likely to leave	26.9%	19.5%	17.5%	20.9%
	Does not apply	30.7%	21.7%	7.5%	22.0%
Total		100.0%	100.0%	100.0%	100.0%

**Q35A HOW DOES YOUR SPOUSE IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q35A HOW DOES YOUR SPOUSE IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE?	Likely to stay	33.5%	44.4%	37.4%
	No effect	21.9%	15.5%	19.7%
	Likely to leave	22.1%	18.8%	20.9%
	Does not apply	22.5%	21.2%	22.0%
Total		100.0%	100.0%	100.0%

**Q35A HOW DOES YOUR SPOUSE IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q35A HOW DOES YOUR SPOUSE IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE?	Likely to stay	39.0%	27.6%	37.4%
	No effect	19.5%	20.9%	19.7%
	Likely to leave	20.6%	22.7%	20.9%
	Does not apply	20.9%	28.8%	22.0%
Total		100.0%	100.0%	100.0%

**Q35B HOW DO YOUR CHILDREN IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q35B HOW DO YOUR CHILDREN IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE?	Likely to stay	15.0%	31.6%	42.8%	29.3%
	No effect	21.9%	18.4%	22.7%	19.7%
	Likely to leave	16.5%	18.0%	21.7%	18.1%
	Does not apply	46.6%	32.0%	12.8%	33.0%
Total		100.0%	100.0%	100.0%	100.0%

**Q35B HOW DO YOUR CHILDREN IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q35B HOW DO YOUR CHILDREN IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE?	Likely to stay	24.0%	38.8%	29.3%
	No effect	22.1%	15.3%	19.7%
	Likely to leave	18.7%	16.9%	18.1%
	Does not apply	35.1%	29.0%	33.0%
Total		100.0%	100.0%	100.0%

**Q35B HOW DO YOUR CHILDREN IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q35B HOW DO YOUR CHILDREN IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE?	Likely to stay	30.0%	24.8%	29.3%
	No effect	20.7%	13.4%	19.7%
	Likely to leave	16.5%	27.7%	18.1%
	Does not apply	32.8%	34.1%	33.0%
Total		100.0%	100.0%	100.0%

**Q35C HOW DO YOUR PARENTS IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q35C HOW DO YOUR PARENTS IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE?	Likely to stay	28.0%	30.8%	24.0%	29.4%
	No effect	41.4%	48.3%	60.7%	48.3%
	Likely to leave	25.8%	15.5%	7.0%	16.8%
	Does not apply	4.7%	5.4%	8.4%	5.6%
Total		100.0%	100.0%	100.0%	100.0%

**Q35C HOW DO YOUR PARENTS IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q35C HOW DO YOUR PARENTS IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE?	Likely to stay	26.9%	34.0%	29.4%
	No effect	51.8%	41.8%	48.3%
	Likely to leave	16.6%	17.1%	16.8%
	Does not apply	4.7%	7.2%	5.6%
Total		100.0%	100.0%	100.0%

**Q35C HOW DO YOUR PARENTS IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q35C HOW DO YOUR PARENTS IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE?	Likely to stay	29.9%	26.2%	29.4%
	No effect	48.7%	45.5%	48.3%
	Likely to leave	16.1%	21.0%	16.8%
	Does not apply	5.3%	7.3%	5.6%
Total		100.0%	100.0%	100.0%

**Q35D HOW DO YOUR CIVILIAN FRIENDS IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q35D HOW DO YOUR CIVILIAN FRIENDS IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE?	Likely to stay	18.3%	16.6%	13.2%	16.6%
	No effect	50.4%	61.2%	71.5%	60.0%
	Likely to leave	26.5%	16.3%	7.2%	17.5%
	Does not apply	4.8%	5.9%	8.1%	5.9%
Total		100.0%	100.0%	100.0%	100.0%

**Q35D HOW DO YOUR CIVILIAN FRIENDS IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q35D HOW DO YOUR CIVILIAN FRIENDS IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE?	Likely to stay	13.9%	21.6%	16.6%
	No effect	62.8%	55.1%	60.0%
	Likely to leave	18.5%	15.6%	17.5%
	Does not apply	4.9%	7.7%	5.9%
Total		100.0%	100.0%	100.0%

**Q35D HOW DO YOUR CIVILIAN FRIENDS IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q35D HOW DO YOUR CIVILIAN FRIENDS IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE?	Likely to stay	17.2%	12.8%	16.6%
	No effect	59.5%	63.6%	60.0%
	Likely to leave	17.8%	15.5%	17.5%
	Does not apply	5.5%	8.1%	5.9%
Total		100.0%	100.0%	100.0%

**Q35E HOW DO YOUR MILITARY PEERS IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q35E HOW DO YOUR MILITARY PEERS IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE?	Likely to stay	31.5%	33.4%	37.1%	33.4%
	No effect	44.2%	49.7%	50.9%	48.6%
	Likely to leave	22.2%	13.4%	6.8%	14.6%
	Does not apply	2.1%	3.5%	5.2%	3.4%
Total		100.0%	100.0%	100.0%	100.0%

**Q35E HOW DO YOUR MILITARY PEERS IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q35E HOW DO YOUR MILITARY PEERS IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE?	Likely to stay	32.1%	35.9%	33.4%
	No effect	50.5%	45.2%	48.6%
	Likely to leave	14.4%	14.9%	14.6%
	Does not apply	3.0%	4.1%	3.4%
Total		100.0%	100.0%	100.0%

**Q35E HOW DO YOUR MILITARY PEERS IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q35E HOW DO YOUR MILITARY PEERS IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE?	Likely to stay	34.6%	26.3%	33.4%
	No effect	47.9%	53.0%	48.6%
	Likely to leave	14.4%	15.4%	14.6%
	Does not apply	3.1%	5.3%	3.4%
Total		100.0%	100.0%	100.0%

**Q35F HOW DOES YOUR IMMEDIATE SUPERVISOR IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q35F HOW DOES YOUR IMMEDIATE SUPERVISOR IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE?	Likely to stay	30.1%	31.8%	33.4%	31.6%
	No effect	47.8%	49.1%	51.6%	49.1%
	Likely to leave	19.4%	16.3%	10.5%	16.3%
	Does not apply	2.7%	2.8%	4.5%	3.0%
Total		100.0%	100.0%	100.0%	100.0%

**Q35F HOW DOES YOUR IMMEDIATE SUPERVISOR IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q35F HOW DOES YOUR IMMEDIATE SUPERVISOR IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE?	Likely to stay	29.9%	34.6%	31.6%
	No effect	51.4%	45.0%	49.1%
	Likely to leave	16.0%	16.7%	16.3%
	Does not apply	2.6%	3.7%	3.0%
Total		100.0%	100.0%	100.0%

**Q35F HOW DOES YOUR IMMEDIATE SUPERVISOR IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q35F HOW DOES YOUR IMMEDIATE SUPERVISOR IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE?	Likely to stay	32.9%	24.0%	31.6%
	No effect	48.7%	51.8%	49.1%
	Likely to leave	15.7%	19.5%	16.3%
	Does not apply	2.7%	4.8%	3.0%
Total		100.0%	100.0%	100.0%

**Q35G HOW DOES COMMAND LEADERSHIP IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q35G HOW DOES COMMAND LEADERSHIP IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE?	Likely to stay	28.1%	28.2%	36.7%	29.2%
	No effect	45.0%	48.7%	47.0%	47.7%
	Likely to leave	24.4%	20.2%	12.3%	20.2%
	Does not apply	2.4%	2.9%	3.9%	2.9%
Total		100.0%	100.0%	100.0%	100.0%

**Q35G HOW DOES COMMAND LEADERSHIP IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q35G HOW DOES COMMAND LEADERSHIP IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE?	Likely to stay	25.7%	35.7%	29.2%
	No effect	50.2%	43.1%	47.7%
	Likely to leave	21.5%	17.8%	20.2%
	Does not apply	2.6%	3.4%	2.9%
Total		100.0%	100.0%	100.0%

**Q35G HOW DOES COMMAND LEADERSHIP IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q35G HOW DOES COMMAND LEADERSHIP IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE?	Likely to stay	29.8%	25.7%	29.2%
	No effect	47.3%	50.3%	47.7%
	Likely to leave	20.3%	19.4%	20.2%
	Does not apply	2.6%	4.6%	2.9%
Total		100.0%	100.0%	100.0%



**Q36A I PLAN TO SERVE OUT MY CURRENT TERM OF SERVICE OR OBLIGATION \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q36A I PLAN TO SERVE OUT MY CURRENT TERM OF SERVICE OR OBLIGATION	Agree	88.7%	93.5%	95.7%	92.7%
	Neither agree nor disagree	8.4%	4.4%	2.8%	5.1%
	Disagree	2.9%	2.2%	1.5%	2.2%
Total		100.0%	100.0%	100.0%	100.0%

**Q36A I PLAN TO SERVE OUT MY CURRENT TERM OF SERVICE OR OBLIGATION \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q36A I PLAN TO SERVE OUT MY CURRENT TERM OF SERVICE OR OBLIGATION	Agree	93.6%	91.0%	92.7%
	Neither agree nor disagree	4.6%	5.9%	5.1%
	Disagree	1.8%	3.1%	2.2%
Total		100.0%	100.0%	100.0%

**Q36A I PLAN TO SERVE OUT MY CURRENT TERM OF SERVICE OR OBLIGATION \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q36A I PLAN TO SERVE OUT MY CURRENT TERM OF SERVICE OR OBLIGATION	Agree	92.3%	94.8%	92.7%
	Neither agree nor disagree	5.2%	4.3%	5.1%
	Disagree	2.5%	1.0%	2.2%
Total		100.0%	100.0%	100.0%

**Q36B I PLAN TO REENLIST AT MY NEXT DECISION POINT \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q36B I PLAN TO REENLIST AT MY NEXT DECISION POINT	Agree	31.2%	53.4%	54.9%	48.6%
	Neither agree nor disagree	36.2%	26.7%	24.9%	28.6%
	Disagree	32.6%	19.9%	20.2%	22.8%
Total		100.0%	100.0%	100.0%	100.0%

**Q36B I PLAN TO REENLIST AT MY NEXT DECISION POINT \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q36B I PLAN TO REENLIST AT MY NEXT DECISION POINT	Agree	45.3%	54.6%	48.6%
	Neither agree nor disagree	30.0%	26.0%	28.6%
	Disagree	24.6%	19.4%	22.8%
Total		100.0%	100.0%	100.0%

**Q36B I PLAN TO REENLIST AT MY NEXT DECISION POINT \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q36B I PLAN TO REENLIST AT MY NEXT DECISION POINT	Agree	49.4%	44.1%	48.6%
	Neither agree nor disagree	28.1%	31.5%	28.6%
	Disagree	22.5%	24.4%	22.8%
Total		100.0%	100.0%	100.0%

**Q36C I PLAN TO STAY FOR FULL CAREER OF 20 OR MORE YEARS IF POSSIBLE \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q36C I PLAN TO STAY FOR FULL CAREER OF 20 OR MORE YEARS IF POSSIBLE	Agree	23.0%	49.2%	93.7%	48.7%
	Neither agree nor disagree	34.6%	27.5%	5.8%	26.5%
	Disagree	42.4%	23.3%	.5%	24.8%
Total		100.0%	100.0%	100.0%	100.0%

**Q36C I PLAN TO STAY FOR FULL CAREER OF 20 OR MORE YEARS IF POSSIBLE \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q36C I PLAN TO STAY FOR FULL CAREER OF 20 OR MORE YEARS IF POSSIBLE	Agree	46.2%	53.2%	48.7%
	Neither agree nor disagree	28.3%	23.3%	26.5%
	Disagree	25.5%	23.5%	24.8%
Total		100.0%	100.0%	100.0%

**Q36C I PLAN TO STAY FOR FULL CAREER OF 20 OR MORE YEARS IF POSSIBLE \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q36C I PLAN TO STAY FOR FULL CAREER OF 20 OR MORE YEARS IF POSSIBLE	Agree	50.0%	40.7%	48.7%
	Neither agree nor disagree	26.2%	28.2%	26.5%
	Disagree	23.8%	31.1%	24.8%
Total		100.0%	100.0%	100.0%

**Q37A THE NAVY HAS PERSONAL MEANING FOR ME \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q37A THE NAVY HAS PERSONAL MEANING FOR ME	Agree	50.0%	65.5%	89.4%	64.9%
	Neither agree nor disagree	27.9%	20.4%	7.8%	20.5%
	Disagree	22.1%	14.2%	2.8%	14.6%
Total		100.0%	100.0%	100.0%	100.0%

**Q37A THE NAVY HAS PERSONAL MEANING FOR ME \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q37A THE NAVY HAS PERSONAL MEANING FOR ME	Agree	64.9%	64.9%	64.9%
	Neither agree nor disagree	20.1%	21.4%	20.5%
	Disagree	15.1%	13.7%	14.6%
Total		100.0%	100.0%	100.0%

**Q37A THE NAVY HAS PERSONAL MEANING FOR ME \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q37A THE NAVY HAS PERSONAL MEANING FOR ME	Agree	66.2%	57.2%	64.9%
	Neither agree nor disagree	19.2%	28.5%	20.5%
	Disagree	14.6%	14.3%	14.6%
Total		100.0%	100.0%	100.0%

**Q37B I FEEL PART OF THE NAVY FAMILY \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q37B I FEEL PART OF THE NAVY FAMILY	Agree	39.0%	49.1%	79.4%	50.5%
	Neither agree nor disagree	26.9%	27.9%	11.5%	25.7%
	Disagree	34.1%	23.0%	9.1%	23.8%
Total		100.0%	100.0%	100.0%	100.0%

**Q37B I FEEL PART OF THE NAVY FAMILY \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q37B I FEEL PART OF THE NAVY FAMILY	Agree	47.3%	56.3%	50.5%
	Neither agree nor disagree	27.1%	23.3%	25.7%
	Disagree	25.6%	20.4%	23.8%
Total		100.0%	100.0%	100.0%

**Q37B I FEEL PART OF THE NAVY FAMILY \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q37B I FEEL PART OF THE NAVY FAMILY	Agree	51.7%	43.0%	50.5%
	Neither agree nor disagree	24.8%	31.5%	25.7%
	Disagree	23.5%	25.5%	23.8%
Total		100.0%	100.0%	100.0%

**Q37C I FEEL EMOTIONALLY ATTACHED TO THE NAVY \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q37C I FEEL EMOTIONALLY ATTACHED TO THE NAVY	Agree	26.3%	37.7%	71.8%	39.3%
	Neither agree nor disagree	29.5%	32.6%	16.4%	29.9%
	Disagree	44.3%	29.7%	11.9%	30.8%
Total		100.0%	100.0%	100.0%	100.0%

**Q37C I FEEL EMOTIONALLY ATTACHED TO THE NAVY \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q37C I FEEL EMOTIONALLY ATTACHED TO THE NAVY	Agree	37.5%	42.4%	39.3%
	Neither agree nor disagree	30.9%	28.2%	29.9%
	Disagree	31.6%	29.4%	30.8%
Total		100.0%	100.0%	100.0%

**Q37C I FEEL EMOTIONALLY ATTACHED TO THE NAVY \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q37C I FEEL EMOTIONALLY ATTACHED TO THE NAVY	Agree	39.7%	36.5%	39.3%
	Neither agree nor disagree	29.4%	32.9%	29.9%
	Disagree	30.8%	30.6%	30.8%
Total		100.0%	100.0%	100.0%

**Q37D I COULD NOT BE AS ATTACHED TO ANOTHER ORGANIZATION AS I AM TO THE NAVY \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q37D I COULD NOT BE AS ATTACHED TO ANOTHER ORGANIZATION AS I AM TO THE NAVY	Agree	24.2%	32.1%	55.4%	33.2%
	Neither agree nor disagree	32.6%	33.6%	26.8%	32.6%
	Disagree	43.2%	34.3%	17.7%	34.3%
Total		100.0%	100.0%	100.0%	100.0%

**Q37D I COULD NOT BE AS ATTACHED TO ANOTHER ORGANIZATION AS I AM TO THE NAVY \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q37D I COULD NOT BE AS ATTACHED TO ANOTHER ORGANIZATION AS I AM TO THE NAVY	Agree	31.3%	36.5%	33.2%
	Neither agree nor disagree	33.4%	31.0%	32.6%
	Disagree	35.3%	32.5%	34.3%
Total		100.0%	100.0%	100.0%

**Q37D I COULD NOT BE AS ATTACHED TO ANOTHER ORGANIZATION AS I AM TO THE NAVY \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q37D I COULD NOT BE AS ATTACHED TO ANOTHER ORGANIZATION AS I AM TO THE NAVY	Agree	33.8%	29.0%	33.2%
	Neither agree nor disagree	32.6%	32.6%	32.6%
	Disagree	33.6%	38.4%	34.3%
Total		100.0%	100.0%	100.0%

**Q37E I FEEL A STRONG SENSE OF BELONGING TO THE NAVY \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q37E I FEEL A STRONG SENSE OF BELONGING TO THE NAVY	Agree	34.3%	45.1%	78.4%	46.7%
	Neither agree nor disagree	30.6%	32.1%	12.9%	29.4%
	Disagree	35.1%	22.8%	8.7%	23.9%
Total		100.0%	100.0%	100.0%	100.0%

**Q37E I FEEL A STRONG SENSE OF BELONGING TO THE NAVY \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q37E I FEEL A STRONG SENSE OF BELONGING TO THE NAVY	Agree	44.7%	50.3%	46.7%
	Neither agree nor disagree	30.9%	26.8%	29.4%
	Disagree	24.4%	22.8%	23.9%
Total		100.0%	100.0%	100.0%

**Q37E I FEEL A STRONG SENSE OF BELONGING TO THE NAVY \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q37E I FEEL A STRONG SENSE OF BELONGING TO THE NAVY	Agree	48.0%	38.6%	46.7%
	Neither agree nor disagree	28.7%	33.9%	29.4%
	Disagree	23.2%	27.6%	23.9%
Total		100.0%	100.0%	100.0%

**Q38A I HAVE A CLEAR UNDERSTANDING OF THE ADVANCEMENT/PROMOTION SYSTEM \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q38A I HAVE A CLEAR UNDERSTANDING OF THE ADVANCEMENT/PROMOTION SYSTEM	Agree	68.5%	83.0%	90.7%	80.6%
	Neither agree nor disagree	17.1%	6.9%	4.2%	8.8%
	Disagree	14.5%	10.2%	5.1%	10.5%
Total		100.0%	100.0%	100.0%	100.0%

**Q38A I HAVE A CLEAR UNDERSTANDING OF THE ADVANCEMENT/PROMOTION SYSTEM \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q38A I HAVE A CLEAR UNDERSTANDING OF THE ADVANCEMENT/PROMOTION SYSTEM	Agree	81.6%	78.8%	80.6%
	Neither agree nor disagree	8.4%	9.6%	8.8%
	Disagree	10.0%	11.6%	10.5%
Total		100.0%	100.0%	100.0%

**Q38A I HAVE A CLEAR UNDERSTANDING OF THE ADVANCEMENT/PROMOTION SYSTEM \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q38A I HAVE A CLEAR UNDERSTANDING OF THE ADVANCEMENT/PROMOTION SYSTEM	Agree	81.1%	78.1%	80.6%
	Neither agree nor disagree	8.4%	11.3%	8.8%
	Disagree	10.5%	10.5%	10.5%
Total		100.0%	100.0%	100.0%

**Q38B I AM SATISFIED WITH THE ADVANCEMENT AND PROMOTION SYSTEM \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q38B I AM SATISFIED WITH THE ADVANCEMENT AND PROMOTION SYSTEM	Agree	27.5%	35.6%	48.7%	35.4%
	Neither agree nor disagree	24.1%	18.6%	13.7%	19.3%
	Disagree	48.4%	45.8%	37.7%	45.4%
Total		100.0%	100.0%	100.0%	100.0%

**Q38B I AM SATISFIED WITH THE ADVANCEMENT AND PROMOTION SYSTEM \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q38B I AM SATISFIED WITH THE ADVANCEMENT AND PROMOTION SYSTEM	Agree	34.6%	36.7%	35.4%
	Neither agree nor disagree	19.2%	19.3%	19.3%
	Disagree	46.2%	44.0%	45.4%
Total		100.0%	100.0%	100.0%

**Q38B I AM SATISFIED WITH THE ADVANCEMENT AND PROMOTION SYSTEM \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q38B I AM SATISFIED WITH THE ADVANCEMENT AND PROMOTION SYSTEM	Agree	35.8%	32.5%	35.4%
	Neither agree nor disagree	18.9%	21.1%	19.3%
	Disagree	45.2%	46.4%	45.4%
Total		100.0%	100.0%	100.0%

**Q38C THE MOST QUALIFIED AND DESERVING SAILORS GET ADVANCED/PROMOTED \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q38C THE MOST QUALIFIED AND DESERVING SAILORS GET ADVANCED/PROMOTED	Agree	28.8%	27.3%	35.2%	28.5%
	Neither agree nor disagree	20.0%	13.9%	16.4%	15.6%
	Disagree	51.3%	58.8%	48.4%	55.9%
Total		100.0%	100.0%	100.0%	100.0%

**Q38C THE MOST QUALIFIED AND DESERVING SAILORS GET ADVANCED/PROMOTED \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q38C THE MOST QUALIFIED AND DESERVING SAILORS GET ADVANCED/PROMOTED	Agree	25.4%	34.2%	28.5%
	Neither agree nor disagree	14.2%	18.0%	15.6%
	Disagree	60.3%	47.7%	55.9%
Total		100.0%	100.0%	100.0%



**Q38C THE MOST QUALIFIED AND DESERVING SAILORS GET ADVANCED/PROMOTED \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q38C THE MOST QUALIFIED AND DESERVING SAILORS GET ADVANCED/PROMOTED	Agree	29.5%	22.8%	28.5%
	Neither agree nor disagree	14.9%	19.8%	15.6%
	Disagree	55.6%	57.3%	55.9%
Total		100.0%	100.0%	100.0%

**Q38D I EXPECT TO BE ADVANCED/PROMOTED WITHIN MY CURRENT TERM OF SERVICE, COMMITMENT OR OBLIGATION \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q38D I EXPECT TO BE ADVANCED/PROMOTED WITHIN MY CURRENT TERM OF SERVICE, COMMITMENT OR OBLIGATION	Agree	75.2%	65.7%	38.2%	64.5%
	Neither agree nor disagree	15.3%	17.4%	30.0%	18.5%
	Disagree	9.5%	16.8%	31.8%	17.0%
Total		100.0%	100.0%	100.0%	100.0%

**Q38D I EXPECT TO BE ADVANCED/PROMOTED WITHIN MY CURRENT TERM OF SERVICE, COMMITMENT OR OBLIGATION \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q38D I EXPECT TO BE ADVANCED/PROMOTED WITHIN MY CURRENT TERM OF SERVICE, COMMITMENT OR OBLIGATION	Agree	62.2%	68.9%	64.5%
	Neither agree nor disagree	18.6%	18.1%	18.5%
	Disagree	19.2%	13.0%	17.0%
Total		100.0%	100.0%	100.0%

**Q38D I EXPECT TO BE ADVANCED/PROMOTED WITHIN MY CURRENT TERM OF SERVICE, COMMITMENT OR OBLIGATION \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q38D I EXPECT TO BE ADVANCED/PROMOTED WITHIN MY CURRENT TERM OF SERVICE, COMMITMENT OR OBLIGATION	Agree	65.6%	58.4%	64.5%
	Neither agree nor disagree	17.7%	22.8%	18.5%
	Disagree	16.7%	18.8%	17.0%
	Total	100.0%	100.0%	100.0%

**Q39A I HAVE A CLEAR UNDERSTANDING OF THE EVAL/FITREP SYSTEM \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q39A I HAVE A CLEAR UNDERSTANDING OF THE EVAL/FITREP SYSTEM	Agree	67.5%	81.7%	95.1%	80.1%
	Neither agree nor disagree	18.0%	8.9%	2.6%	10.2%
	Disagree	14.5%	9.4%	2.3%	9.7%
	Total	100.0%	100.0%	100.0%	100.0%

**Q39A I HAVE A CLEAR UNDERSTANDING OF THE EVAL/FITREP SYSTEM \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q39A I HAVE A CLEAR UNDERSTANDING OF THE EVAL/FITREP SYSTEM	Agree	80.7%	79.0%	80.1%
	Neither agree nor disagree	9.8%	10.9%	10.2%
	Disagree	9.5%	10.1%	9.7%
	Total	100.0%	100.0%	100.0%

**Q39A I HAVE A CLEAR UNDERSTANDING OF THE EVAL/FITREP SYSTEM \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q39A I HAVE A CLEAR UNDERSTANDING OF THE EVAL/FITREP SYSTEM	Agree	80.1%	80.5%	80.1%
	Neither agree nor disagree	10.3%	9.7%	10.2%
	Disagree	9.7%	9.9%	9.7%
	Total	100.0%	100.0%	100.0%

**Q39B MY LAST EVAL/FITREP WAS FAIR/ACCURATE \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q39B MY LAST EVAL/FITREP WAS FAIR/ACCURATE	Agree	53.0%	68.8%	76.1%	66.2%
	Neither agree nor disagree	27.6%	11.6%	8.8%	14.8%
	Disagree	19.4%	19.5%	15.1%	19.0%
Total		100.0%	100.0%	100.0%	100.0%

**Q39B MY LAST EVAL/FITREP WAS FAIR/ACCURATE \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q39B MY LAST EVAL/FITREP WAS FAIR/ACCURATE	Agree	67.1%	64.6%	66.2%
	Neither agree nor disagree	14.8%	15.0%	14.8%
	Disagree	18.2%	20.4%	19.0%
Total		100.0%	100.0%	100.0%

**Q39B MY LAST EVAL/FITREP WAS FAIR/ACCURATE \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q39B MY LAST EVAL/FITREP WAS FAIR/ACCURATE	Agree	66.2%	65.8%	66.2%
	Neither agree nor disagree	15.1%	13.4%	14.8%
	Disagree	18.7%	20.8%	19.0%
Total		100.0%	100.0%	100.0%

**Q39C MY LAST EVAL/FITREP WAS CONDUCTED IN A TIMELY MANNER \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q39C MY LAST EVAL/FITREP WAS CONDUCTED IN A TIMELY MANNER	Agree	55.9%	72.0%	84.6%	69.9%
	Neither agree nor disagree	29.5%	14.0%	5.6%	16.4%
	Disagree	14.6%	14.0%	9.9%	13.7%
Total		100.0%	100.0%	100.0%	100.0%

**Q39C MY LAST EVAL/FITREP WAS CONDUCTED IN A TIMELY MANNER \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q39C MY LAST EVAL/FITREP WAS CONDUCTED IN A TIMELY MANNER	Agree	70.0%	69.8%	69.9%
	Neither agree nor disagree	16.8%	15.7%	16.4%
	Disagree	13.2%	14.5%	13.7%
Total		100.0%	100.0%	100.0%

**Q39C MY LAST EVAL/FITREP WAS CONDUCTED IN A TIMELY MANNER \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q39C MY LAST EVAL/FITREP WAS CONDUCTED IN A TIMELY MANNER	Agree	70.2%	67.9%	69.9%
	Neither agree nor disagree	16.7%	15.0%	16.4%
	Disagree	13.1%	17.1%	13.7%
Total		100.0%	100.0%	100.0%

**Q39D I WAS ABLE TO SUBMIT MY OWN INPUT AT MY LAST EVAL/FITREP \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q39D I WAS ABLE TO SUBMIT MY OWN INPUT AT MY LAST EVAL/FITREP	Agree	39.8%	77.2%	91.7%	70.6%
	Neither agree nor disagree	30.9%	12.5%	5.0%	15.7%
	Disagree	29.3%	10.3%	3.3%	13.7%
Total		100.0%	100.0%	100.0%	100.0%

**Q39D I WAS ABLE TO SUBMIT MY OWN INPUT AT MY LAST EVAL/FITREP \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q39D I WAS ABLE TO SUBMIT MY OWN INPUT AT MY LAST EVAL/FITREP	Agree	70.4%	71.0%	70.6%
	Neither agree nor disagree	16.7%	13.8%	15.7%
	Disagree	12.9%	15.1%	13.7%
Total		100.0%	100.0%	100.0%

**Q39D I WAS ABLE TO SUBMIT MY OWN INPUT AT MY LAST EVAL/FITREP \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q39D I WAS ABLE TO SUBMIT MY OWN INPUT AT MY LAST EVAL/FITREP	Agree	69.8%	75.7%	70.6%
	Neither agree nor disagree	16.3%	12.1%	15.7%
	Disagree	13.9%	12.2%	13.7%
Total		100.0%	100.0%	100.0%

**Q39E MY LAST ADVANCEMENT/PROMOTION RECOMMENDATION WAS FAIR/ACCURATE \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q39E MY LAST ADVANCEMENT/PROMOTION RECOMMENDATION WAS FAIR/ACCURATE	Agree	42.1%	72.7%	81.7%	67.0%
	Neither agree nor disagree	41.2%	12.6%	7.8%	18.3%
	Disagree	16.8%	14.8%	10.5%	14.7%
Total		100.0%	100.0%	100.0%	100.0%

**Q39E MY LAST ADVANCEMENT/PROMOTION RECOMMENDATION WAS FAIR/ACCURATE \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q39E MY LAST ADVANCEMENT/PROMOTION RECOMMENDATION WAS FAIR/ACCURATE	Agree	67.6%	65.8%	67.0%
	Neither agree nor disagree	18.0%	19.0%	18.3%
	Disagree	14.5%	15.2%	14.7%
Total		100.0%	100.0%	100.0%

**Q39E MY LAST ADVANCEMENT/PROMOTION RECOMMENDATION WAS FAIR/ACCURATE \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q39E MY LAST ADVANCEMENT/PROMOTION RECOMMENDATION WAS FAIR/ACCURATE	Agree	67.3%	64.8%	67.0%
	Neither agree nor disagree	17.9%	21.1%	18.3%
	Disagree	14.8%	14.1%	14.7%
Total		100.0%	100.0%	100.0%

**Q39F I AM SATISFIED WITH THE PRESENT EVAL/FITREP SYSTEM \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q39F I AM SATISFIED WITH THE PRESENT EVAL/FITREP SYSTEM	Agree	41.6%	50.7%	51.7%	48.8%
	Neither agree nor disagree	35.8%	19.9%	17.8%	23.2%
	Disagree	22.6%	29.4%	30.5%	28.0%
Total		100.0%	100.0%	100.0%	100.0%

**Q39F I AM SATISFIED WITH THE PRESENT EVAL/FITREP SYSTEM \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q39F I AM SATISFIED WITH THE PRESENT EVAL/FITREP SYSTEM	Agree	47.4%	51.3%	48.8%
	Neither agree nor disagree	23.0%	23.4%	23.2%
	Disagree	29.5%	25.2%	28.0%
Total		100.0%	100.0%	100.0%

**Q39F I AM SATISFIED WITH THE PRESENT EVAL/FITREP SYSTEM \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q39F I AM SATISFIED WITH THE PRESENT EVAL/FITREP SYSTEM	Agree	49.1%	47.4%	48.8%
	Neither agree nor disagree	22.6%	26.7%	23.2%
	Disagree	28.3%	25.9%	28.0%
Total		100.0%	100.0%	100.0%

**Q39G THE MOST QUALIFIED AND DESERVING SAILORS SCORE THE HIGHEST ON THEIR EVALS/FITREPS \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q39G THE MOST QUALIFIED AND DESERVING SAILORS SCORE THE HIGHEST ON THEIR EVALS/FITREPS	Agree	30.9%	29.2%	38.1%	30.6%
	Neither agree nor disagree	28.7%	19.1%	19.5%	21.2%
	Disagree	40.4%	51.8%	42.3%	48.1%
Total		100.0%	100.0%	100.0%	100.0%

**Q39G THE MOST QUALIFIED AND DESERVING SAILORS SCORE THE HIGHEST ON  
THEIR EVALS/FITREPS \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q39G THE MOST QUALIFIED AND DESERVING SAILORS SCORE THE HIGHEST ON THEIR EVALS/FITREPS	Agree	28.2%	35.2%	30.6%
	Neither agree nor disagree	20.8%	22.1%	21.2%
	Disagree	51.0%	42.8%	48.1%
Total		100.0%	100.0%	100.0%

**Q39G THE MOST QUALIFIED AND DESERVING SAILORS SCORE THE HIGHEST ON  
THEIR EVALS/FITREPS \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q39G THE MOST QUALIFIED AND DESERVING SAILORS SCORE THE HIGHEST ON THEIR EVALS/FITREPS	Agree	31.2%	27.1%	30.6%
	Neither agree nor disagree	21.3%	21.1%	21.2%
	Disagree	47.5%	51.8%	48.1%
Total		100.0%	100.0%	100.0%

**Q40A I HAVE BEEN ADEQUATELY RECOGNIZED FOR MY ACCOMPLISHMENTS ON MY  
EVALS/FITREPS \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q40A I HAVE BEEN ADEQUATELY RECOGNIZED FOR MY ACCOMPLISHMENTS ON MY EVALS/FITREPS	Agree	37.1%	53.5%	76.3%	52.6%
	Neither agree nor disagree	32.8%	20.3%	9.6%	21.8%
	Disagree	30.1%	26.3%	14.1%	25.7%
Total		100.0%	100.0%	100.0%	100.0%

**Q40A I HAVE BEEN ADEQUATELY RECOGNIZED FOR MY ACCOMPLISHMENTS ON  
MY EVALS/FITREPS \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q40A I HAVE BEEN ADEQUATELY RECOGNIZED FOR MY ACCOMPLISHMENTS ON MY EVALS/FITREPS	Agree	51.5%	54.6%	52.6%
	Neither agree nor disagree	23.1%	19.2%	21.8%
	Disagree	25.4%	26.2%	25.7%
Total		100.0%	100.0%	100.0%

**Q40A I HAVE BEEN ADEQUATELY RECOGNIZED FOR MY ACCOMPLISHMENTS ON  
MY EVALS/FITREPS \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q40A I HAVE BEEN ADEQUATELY RECOGNIZED FOR MY ACCOMPLISHMENTS ON MY EVALS/FITREPS	Agree	52.9%	50.8%	52.6%
	Neither agree nor disagree	21.9%	20.8%	21.8%
	Disagree	25.2%	28.4%	25.7%
Total		100.0%	100.0%	100.0%

**Q40B I HAVE BEEN ADEQUATELY RECOGNIZED FOR MY ACCOMPLISHMENTS WITH AWARDS \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q40B I HAVE BEEN ADEQUATELY RECOGNIZED FOR MY ACCOMPLISHMENTS WITH AWARDS	Agree	28.4%	38.7%	65.8%	39.7%
	Neither agree nor disagree	38.6%	23.1%	11.2%	25.2%
	Disagree	33.0%	38.2%	23.0%	35.2%
Total		100.0%	100.0%	100.0%	100.0%

**Q40B I HAVE BEEN ADEQUATELY RECOGNIZED FOR MY ACCOMPLISHMENTS WITH AWARDS \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q40B I HAVE BEEN ADEQUATELY RECOGNIZED FOR MY ACCOMPLISHMENTS WITH AWARDS	Agree	37.4%	43.8%	39.7%
	Neither agree nor disagree	27.2%	21.3%	25.2%
	Disagree	35.3%	34.9%	35.2%
Total		100.0%	100.0%	100.0%



**Q40B I HAVE BEEN ADEQUATELY RECOGNIZED FOR MY ACCOMPLISHMENTS WITH AWARDS \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q40B I HAVE BEEN ADEQUATELY RECOGNIZED FOR MY ACCOMPLISHMENTS WITH AWARDS	Agree	39.6%	39.9%	39.7%
	Neither agree nor disagree	24.8%	27.5%	25.2%
	Disagree	35.6%	32.6%	35.2%
Total		100.0%	100.0%	100.0%

**Q41A I HAVE A CLEARLY DEFINED CAREER PATH FOR MY DESIGNATOR, RATING, OR COMMUNITY \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q41A I HAVE A CLEARLY DEFINED CAREER PATH FOR MY DESIGNATOR, RATING, OR COMMUNITY	2	42.2%	61.2%	73.5%	58.4%
	3	33.9%	21.2%	13.3%	23.1%
	4	23.9%	17.6%	13.3%	18.5%
Total		100.0%	100.0%	100.0%	100.0%

**Q41A I HAVE A CLEARLY DEFINED CAREER PATH FOR MY DESIGNATOR, RATING, OR COMMUNITY \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q41A I HAVE A CLEARLY DEFINED CAREER PATH FOR MY DESIGNATOR, RATING, OR COMMUNITY	2	56.5%	61.9%	58.4%
	3	23.0%	23.1%	23.1%
	4	20.4%	15.0%	18.5%
Total		100.0%	100.0%	100.0%

**Q41A I HAVE A CLEARLY DEFINED CAREER PATH FOR MY DESIGNATOR, RATING, OR COMMUNITY \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q41A I HAVE A CLEARLY DEFINED CAREER PATH FOR MY DESIGNATOR, RATING, OR COMMUNITY	2	59.3%	53.5%	58.4%
	3	22.1%	29.1%	23.1%
	4	18.7%	17.4%	18.5%
Total		100.0%	100.0%	100.0%

**Q41B I HAVE MADE SUFFICIENT PROGRESS IN MY ADVANCEMENT \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q41B I HAVE MADE	2	39.9%	68.7%	80.4%	63.7%
SUFFICIENT PROGRESS	3	35.7%	18.6%	10.9%	21.5%
IN MY ADVANCEMENT	4	24.4%	12.7%	8.7%	14.8%
Total		100.0%	100.0%	100.0%	100.0%

**Q41B I HAVE MADE SUFFICIENT PROGRESS IN MY ADVANCEMENT \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q41B I HAVE MADE	2	62.9%	65.2%	63.7%
SUFFICIENT PROGRESS	3	21.7%	21.1%	21.5%
IN MY ADVANCEMENT	4	15.4%	13.8%	14.8%
Total		100.0%	100.0%	100.0%

**Q41B I HAVE MADE SUFFICIENT PROGRESS IN MY ADVANCEMENT \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q41B I HAVE MADE	2	64.7%	57.8%	63.7%
SUFFICIENT PROGRESS	3	21.0%	24.4%	21.5%
IN MY ADVANCEMENT	4	14.3%	17.8%	14.8%
Total		100.0%	100.0%	100.0%

**Q41C I HAVE BEEN GIVEN ADEQUATE COUNSELING/GUIDANCE ON MY CAREER DEVELOPMENT BY MY IMMEDIATE SUPERVISOR \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q41C I HAVE BEEN	2				
GIVEN ADEQUATE					
COUNSELING/					
GUIDANCE ON MY	3	40.3%	47.9%	53.6%	46.9%
CAREER DEVELOPMENT					
BY MY IMMEDIATE					
SUPERVISOR	4	27.4%	25.2%	25.6%	25.7%
Total		32.3%	26.9%	20.8%	27.4%
		100.0%	100.0%	100.0%	100.0%

**Q41C I HAVE BEEN GIVEN ADEQUATE COUNSELING/GUIDANCE ON MY CAREER DEVELOPMENT BY MY IMMEDIATE SUPERVISOR \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q41C I HAVE BEEN GIVEN ADEQUATE COUNSELING/	2	45.5%	49.5%	46.9%
GUIDANCE ON MY CAREER DEVELOPMENT	3	27.4%	22.7%	25.7%
BY MY IMMEDIATE SUPERVISOR	4	27.2%	27.8%	27.4%
Total		100.0%	100.0%	100.0%

**Q41C I HAVE BEEN GIVEN ADEQUATE COUNSELING/GUIDANCE ON MY CAREER DEVELOPMENT BY MY IMMEDIATE SUPERVISOR \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q41C I HAVE BEEN GIVEN ADEQUATE COUNSELING/	2	48.6%	36.7%	46.9%
GUIDANCE ON MY CAREER DEVELOPMENT	3	25.2%	28.6%	25.7%
BY MY IMMEDIATE SUPERVISOR	4	26.2%	34.8%	27.4%
Total		100.0%	100.0%	100.0%

**Q41D I HAVE BEEN GIVEN ADEQUATE COUNSELING/GUIDANCE ON MY CAREER BY MY DIVISION/DEPARTMENT/COMMAND COUNSELOR \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q41D I HAVE BEEN GIVEN ADEQUATE COUNSELING/	2	38.0%	44.3%	48.0%	43.3%
GUIDANCE ON MY CAREER BY MY	3	26.1%	24.3%	24.9%	24.8%
DIVISION/	4	33.2%	30.2%	23.1%	30.0%
DEPARTMENT/	6	2.8%	1.2%	4.0%	1.9%
COMMAND COUNSELOR					
Total		100.0%	100.0%	100.0%	100.0%

**Q41D I HAVE BEEN GIVEN ADEQUATE COUNSELING/GUIDANCE ON MY CAREER BY MY DIVISION/DEPARTMENT/COMMAND COUNSELOR \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q41D I HAVE BEEN GIVEN ADEQUATE COUNSELING/	2	40.9%	47.8%	43.3%
GUIDANCE ON MY CAREER BY MY	3	25.3%	23.8%	24.8%
DIVISION/	4	31.7%	26.9%	30.0%
DEPARTMENT/	6	2.2%	1.5%	1.9%
COMMAND COUNSELOR				
Total		100.0%	100.0%	100.0%

**Q41D I HAVE BEEN GIVEN ADEQUATE COUNSELING/GUIDANCE ON MY CAREER BY MY DIVISION/DEPARTMENT/COMMAND COUNSELOR \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q41D I HAVE BEEN GIVEN ADEQUATE COUNSELING/	2	43.7%	40.9%	43.3%
GUIDANCE ON MY CAREER BY MY	3	24.3%	27.7%	24.8%
DIVISION/	4	30.1%	29.3%	30.0%
DEPARTMENT/	6	1.9%	2.1%	1.9%
COMMAND COUNSELOR				
Total		100.0%	100.0%	100.0%

**Q42A I AM SATISFIED WITH THE DETAILING PROCESS \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q42A I AM SATISFIED WITH THE DETAILING PROCESS	Agree	27.7%	33.9%	56.1%	35.2%
	Neither agree nor disagree	49.5%	34.8%	19.2%	36.2%
	Disagree	22.8%	31.3%	24.7%	28.6%
Total		100.0%	100.0%	100.0%	100.0%

**Q42A I AM SATISFIED WITH THE DETAILING PROCESS \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q42A I AM SATISFIED WITH THE DETAILING PROCESS	Agree	32.3%	40.4%	35.2%
	Neither agree nor disagree	38.6%	31.9%	36.2%
	Disagree	29.1%	27.7%	28.6%
Total		100.0%	100.0%	100.0%

**Q42A I AM SATISFIED WITH THE DETAILING PROCESS \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q42A I AM SATISFIED WITH THE DETAILING PROCESS	Agree	35.2%	34.9%	35.2%
	Neither agree nor disagree	36.7%	33.0%	36.2%
	Disagree	28.1%	32.1%	28.6%
Total		100.0%	100.0%	100.0%

**Q42B I HAVE A CLEAR UNDERSTANDING OF THE DETAILING PROCESS \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q42B I HAVE A CLEAR UNDERSTANDING OF THE DETAILING PROCESS	Agree	31.3%	45.9%	72.7%	45.9%
	Neither agree nor disagree	37.1%	27.0%	14.7%	27.8%
	Disagree	31.6%	27.1%	12.6%	26.3%
Total		100.0%	100.0%	100.0%	100.0%

**Q42B I HAVE A CLEAR UNDERSTANDING OF THE DETAILING PROCESS \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q42B I HAVE A CLEAR UNDERSTANDING OF THE DETAILING PROCESS	Agree	44.2%	49.0%	45.9%
	Neither agree nor disagree	28.5%	26.5%	27.8%
	Disagree	27.3%	24.5%	26.3%
Total		100.0%	100.0%	100.0%

**Q42B I HAVE A CLEAR UNDERSTANDING OF THE DETAILING PROCESS \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q42B I HAVE A CLEAR UNDERSTANDING OF THE DETAILING PROCESS	Agree	45.8%	46.6%	45.9%
	Neither agree nor disagree	28.1%	26.1%	27.8%
	Disagree	26.2%	27.3%	26.3%
Total		100.0%	100.0%	100.0%

**Q42C RESPONDS IN A TIMELY MANNER TO MY QUESTIONS AND CONCERNS \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q42C RESPONDS IN A TIMELY MANNER TO MY QUESTIONS AND CONCERNS	Agree	20.2%	31.7%	66.4%	33.3%
	Neither agree nor disagree	63.0%	46.5%	18.8%	46.8%
	Disagree	16.8%	21.8%	14.9%	19.9%
Total		100.0%	100.0%	100.0%	100.0%

**Q42C RESPONDS IN A TIMELY MANNER TO MY QUESTIONS AND CONCERNS \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q42C RESPONDS IN A TIMELY MANNER TO MY QUESTIONS AND CONCERNS	Agree	31.5%	36.6%	33.3%
	Neither agree nor disagree	49.7%	41.6%	46.8%
	Disagree	18.8%	21.8%	19.9%
Total		100.0%	100.0%	100.0%

**Q42C RESPONDS IN A TIMELY MANNER TO MY QUESTIONS AND CONCERNS \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q42C RESPONDS IN A TIMELY MANNER TO MY QUESTIONS AND CONCERNS	Agree	33.7%	30.6%	33.3%
	Neither agree nor disagree	47.7%	41.9%	46.8%
	Disagree	18.6%	27.5%	19.9%
Total		100.0%	100.0%	100.0%

**Q42D IS AN ADVOCATE FOR MY NEEDS AND DESIRES \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q42D IS AN ADVOCATE FOR MY NEEDS AND DESIRES	Agree	19.1%	22.5%	46.7%	24.7%
	Neither agree nor disagree	62.7%	46.5%	28.8%	48.0%
	Disagree	18.2%	30.9%	24.5%	27.3%
Total		100.0%	100.0%	100.0%	100.0%

**Q42D IS AN ADVOCATE FOR MY NEEDS AND DESIRES \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q42D IS AN ADVOCATE FOR MY NEEDS AND DESIRES	Agree	21.3%	30.8%	24.7%
	Neither agree nor disagree	51.0%	42.5%	48.0%
	Disagree	27.7%	26.7%	27.3%
Total		100.0%	100.0%	100.0%

**Q42D IS AN ADVOCATE FOR MY NEEDS AND DESIRES \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q42D IS AN ADVOCATE FOR MY NEEDS AND DESIRES	Agree	24.8%	23.9%	24.7%
	Neither agree nor disagree	48.2%	46.6%	48.0%
	Disagree	27.0%	29.5%	27.3%
Total		100.0%	100.0%	100.0%

**Q42E IS RECEPTIVE TO RESOLVING CONFLICTS BETWEEN MY DESIRES AND THE NEEDS OF THE NAVY \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q42E IS RECEPTIVE TO RESOLVING CONFLICTS BETWEEN MY DESIRES AND THE NEEDS OF THE NAVY	Agree	18.5%	27.1%	51.7%	28.1%
	Neither agree nor disagree	64.9%	49.4%	28.5%	50.3%
	Disagree	16.5%	23.5%	19.8%	21.5%
Total		100.0%	100.0%	100.0%	100.0%

**Q42E IS RECEPTIVE TO RESOLVING CONFLICTS BETWEEN MY DESIRES AND THE  
NEEDS OF THE NAVY \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q42E IS RECEPTIVE TO RESOLVING CONFLICTS BETWEEN MY DESIRES AND THE NEEDS OF THE NAVY	Agree	25.3%	33.4%	28.1%
	Neither agree nor disagree	53.4%	44.8%	50.3%
	Disagree	21.4%	21.8%	21.5%
Total		100.0%	100.0%	100.0%

**Q42E IS RECEPTIVE TO RESOLVING CONFLICTS BETWEEN MY DESIRES AND THE  
NEEDS OF THE NAVY \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q42E IS RECEPTIVE TO RESOLVING CONFLICTS BETWEEN MY DESIRES AND THE NEEDS OF THE NAVY	Agree	28.2%	27.7%	28.1%
	Neither agree nor disagree	50.7%	48.0%	50.3%
	Disagree	21.1%	24.3%	21.5%
Total		100.0%	100.0%	100.0%

**Q42F I AM SATISFIED WITH MY DETAILER \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q42F I AM SATISFIED WITH MY DETAILER	Agree	21.1%	27.4%	58.0%	29.7%
	Neither agree nor disagree	62.2%	51.1%	26.5%	50.6%
	Disagree	16.6%	21.5%	15.4%	19.7%
Total		100.0%	100.0%	100.0%	100.0%

**Q42F I AM SATISFIED WITH MY DETAILER \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q42F I AM SATISFIED WITH MY DETAILER	Agree	27.0%	34.8%	29.7%
	Neither agree nor disagree	53.8%	44.8%	50.6%
	Disagree	19.3%	20.4%	19.7%
Total		100.0%	100.0%	100.0%



**Q42F I AM SATISFIED WITH MY DETAILER \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q42F I AM SATISFIED WITH MY DETAILER	Agree	29.7%	30.0%	29.7%
	Neither agree nor disagree	51.3%	46.4%	50.6%
	Disagree	19.0%	23.7%	19.7%
Total		100.0%	100.0%	100.0%

**Q42G SINCE REPORTING TO MY CURRENT DUTY STATION I HAVE BEEN SATISFIED WITH THE ASSIGNMENT I WAS GIVEN \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q42G SINCE REPORTING TO MY CURRENT DUTY STATION I HAVE BEEN SATISFIED WITH THE ASSIGNMENT I WAS GIVEN	Agree	36.3%	51.2%	73.3%	50.5%
	Neither agree nor disagree	36.5%	24.7%	13.9%	26.0%
	Disagree	27.3%	24.1%	12.8%	23.5%
Total		100.0%	100.0%	100.0%	100.0%

**Q42G SINCE REPORTING TO MY CURRENT DUTY STATION I HAVE BEEN SATISFIED WITH THE ASSIGNMENT I WAS GIVEN \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q42G SINCE REPORTING TO MY CURRENT DUTY STATION I HAVE BEEN SATISFIED WITH THE ASSIGNMENT I WAS GIVEN	Agree	50.1%	51.2%	50.5%
	Neither agree nor disagree	26.2%	25.7%	26.0%
	Disagree	23.6%	23.1%	23.5%
Total		100.0%	100.0%	100.0%

**Q42G SINCE REPORTING TO MY CURRENT DUTY STATION I HAVE BEEN SATISFIED  
WITH THE ASSIGNMENT I WAS GIVEN \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q42G SINCE REPORTING TO MY CURRENT DUTY STATION I HAVE BEEN SATISFIED WITH THE ASSIGNMENT I WAS GIVEN	Agree	51.3%	46.0%	50.5%
	Neither agree nor disagree	25.6%	28.4%	26.0%
	Disagree	23.1%	25.5%	23.5%
Total		100.0%	100.0%	100.0%

**Q43 DID YOU RECIEVE THE ORDERS OF YOUR CHOICE? \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q43 DID YOU RECIEVE THE ORDERS OF YOUR CHOICE?	Does not apply, I have not yet negotiated orders	54.2%	23.7%	1.4%	27.9%
	Does not apply, I did not contact my detailer to negotiate m	17.9%	11.7%	5.1%	12.3%
	Yes	15.0%	44.9%	71.9%	41.5%
	No	12.8%	19.7%	21.6%	18.4%
Total		100.0%	100.0%	100.0%	100.0%

**Q43 DID YOU RECIEVE THE ORDERS OF YOUR CHOICE? \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q43 DID YOU RECIEVE THE ORDERS OF YOUR CHOICE?	Does not apply, I have not yet negotiated orders	29.0%	25.7%	27.9%
	Does not apply, I did not contact my detailer to negotiate m	14.1%	9.1%	12.3%
	Yes	40.3%	43.5%	41.5%
	No	16.6%	21.7%	18.4%
Total		100.0%	100.0%	100.0%

**Q43 DID YOU RECIEVE THE ORDERS OF YOUR CHOICE? \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q43 DID YOU RECIEVE THE ORDERS OF YOUR CHOICE?	Does not apply, I have not yet negotiated orders	29.0%	21.0%	27.9%
	Does not apply, I did not contact my detailer to negotiate m	12.3%	12.5%	12.3%
	Yes	41.1%	43.3%	41.5%
	No	17.6%	23.2%	18.4%
Total		100.0%	100.0%	100.0%

**Q44 HOW FAR IN ADVANCE OF YOUR PRD DID YOU BEGIN THE PROCESS? \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q44 HOW FAR IN ADVANCE OF YOUR PRD DID YOU BEGIN THE PROCESS?	Does not apply, I have not yet negotiated orders	59.1%	24.6%	.7%	29.4%
	Does not apply, I did not contact my detailer to negotiate m	18.5%	9.4%	3.5%	10.7%
	Less than 3 months prior to my PRD	7.9%	6.9%	2.9%	6.6%
	3 months to less than 6 months prior to my PRD	3.5%	4.8%	2.9%	4.3%
	6 months to less than 9 months prior to my PRD	4.6%	19.5%	23.6%	16.7%
	9 months to less than 12 months prior to my PRD	4.3%	29.9%	51.0%	26.8%
	More than 12 months prior to my PRD	2.1%	5.0%	15.3%	5.6%
Total		100.0%	100.0%	100.0%	100.0%

**Q44 HOW FAR IN ADVANCE OF YOUR PRD DID YOU BEGIN THE PROCESS? \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q44 HOW FAR IN ADVANCE OF YOUR PRD DID YOU BEGIN THE PROCESS?	Does not apply, I have not yet negotiated orders	30.3%	27.9%	29.4%
	Does not apply, I did not contact my detailer to negotiate m	12.3%	7.8%	10.7%
	Less than 3 months prior to my PRD	6.6%	6.6%	6.6%
	3 months to less than 6 months prior to my PRD	4.1%	4.7%	4.3%
	6 months to less than 9 months prior to my PRD	15.8%	18.2%	16.7%
	9 months to less than 12 months prior to my PRD	25.1%	29.7%	26.8%
	More than 12 months prior to my PRD	5.8%	5.2%	5.6%
	Total	100.0%	100.0%	100.0%

**Q44 HOW FAR IN ADVANCE OF YOUR PRD DID YOU BEGIN THE PROCESS? \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q44 HOW FAR IN ADVANCE OF YOUR PRD DID YOU BEGIN THE PROCESS?	Does not apply, I have not yet negotiated orders	30.5%	23.0%	29.4%
	Does not apply, I did not contact my detailer to negotiate m	10.9%	9.3%	10.7%
	Less than 3 months prior to my PRD	6.3%	8.8%	6.6%
	3 months to less than 6 months prior to my PRD	3.9%	6.7%	4.3%
	6 months to less than 9 months prior to my PRD	16.4%	18.4%	16.7%
	9 months to less than 12 months prior to my PRD	26.6%	28.0%	26.8%
	More than 12 months prior to my PRD	5.5%	5.8%	5.6%
	Total	100.0%	100.0%	100.0%

**Q45 HOW MANY CHOICES WERE YOU GIVEN? \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q45 HOW MANY CHOICES WERE YOU GIVEN?	Does not apply, I have not yet negotiated orders	58.7%	24.8%	.8%	29.5%
	Does not apply, I did not contact my detailer to negotiate m	18.8%	11.1%	4.7%	12.0%
	1	5.0%	15.4%	25.7%	14.3%
	2	3.9%	17.5%	25.6%	15.4%
	3	5.3%	14.1%	24.2%	13.3%
	4	1.9%	3.4%	5.7%	3.4%
	5 or more	6.4%	13.8%	13.3%	12.1%
Total		100.0%	100.0%	100.0%	100.0%

**Q45 HOW MANY CHOICES WERE YOU GIVEN? \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q45 HOW MANY CHOICES WERE YOU GIVEN?	Does not apply, I have not yet negotiated orders	30.4%	27.8%	29.5%
	Does not apply, I did not contact my detailer to negotiate m	13.5%	9.3%	12.0%
	1	14.5%	13.8%	14.3%
	2	14.8%	16.6%	15.4%
	3	12.4%	15.1%	13.3%
	4	2.0%	5.8%	3.4%
	5 or more	12.3%	11.6%	12.1%
Total		100.0%	100.0%	100.0%

**Q45 HOW MANY CHOICES WERE YOU GIVEN? \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q45 HOW MANY CHOICES WERE YOU GIVEN?	Does not apply, I have not yet negotiated orders	30.5%	23.3%	29.5%
	Does not apply, I did not contact my detailer to negotiate m	12.1%	11.9%	12.0%
	1	13.2%	20.9%	14.3%
	2	15.1%	17.5%	15.4%
	3	13.4%	13.0%	13.3%
	4	3.4%	3.0%	3.4%
	5 or more	12.4%	10.2%	12.1%
Total		100.0%	100.0%	100.0%

**Q46 HOW FAR IN ADVANCE WERE YOUR ODERS GIVEN? \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q46 HOW FAR IN ADVANCE WERE YOUR ODERS GIVEN?	Does not apply, I have not yet negotiated orders	59.3%	25.6%	1.6%	30.2%
	Does not apply, I did not contact my detailer to negotiate m	18.2%	9.3%	3.3%	10.6%
	Less than 3 months prior to my PRD	12.8%	19.1%	16.2%	17.4%
	3 months to less than 6 months prior to my PRD	4.3%	21.0%	25.9%	17.8%
	6 months to less than 9 months prior to my PRD	3.3%	19.9%	38.9%	18.5%
	9 months to less than 12 months prior to my PRD	1.1%	3.9%	10.8%	4.1%
	More than 12 months prior to my PRD	1.0%	1.2%	3.2%	1.4%
Total		100.0%	100.0%	100.0%	100.0%

**Q46 HOW FAR IN ADVANCE WERE YOUR ODERS GIVEN? \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q46 HOW FAR IN ADVANCE WERE YOUR ODERS GIVEN?	Does not apply, I have not yet negotiated orders	31.2%	28.5%	30.2%
	Does not apply, I did not contact my detailer to negotiate m	11.7%	8.5%	10.6%
	Less than 3 months prior to my PRD	16.4%	19.0%	17.4%
	3 months to less than 6 months prior to my PRD	18.1%	17.4%	17.8%
	6 months to less than 9 months prior to my PRD	17.8%	19.9%	18.5%
	9 months to less than 12 months prior to my PRD	3.4%	5.3%	4.1%
	More than 12 months prior to my PRD	1.4%	1.3%	1.4%
Total		100.0%	100.0%	100.0%

**Q46 HOW FAR IN ADVANCE WERE YOUR ODERS GIVEN? \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q46 HOW FAR IN ADVANCE WERE YOUR ODERS GIVEN?	Does not apply, I have not yet negotiated orders	31.2%	24.4%	30.2%
	Does not apply, I did not contact my detailer to negotiate m	10.8%	9.1%	10.6%
	Less than 3 months prior to my PRD	16.6%	22.1%	17.4%
	3 months to less than 6 months prior to my PRD	17.9%	17.2%	17.8%
	6 months to less than 9 months prior to my PRD	18.2%	20.5%	18.5%
	9 months to less than 12 months prior to my PRD	4.0%	4.6%	4.1%
	More than 12 months prior to my PRD	1.3%	2.2%	1.4%
	Total	100.0%	100.0%	100.0%

**Q47 PRIMARY CONCERNS IN CHOOSING PRESENT ASSIGNMENT by PAYGRP**

			E-2 to E-3	E-4 to E-6	E-7 to E-9	Total
PRIMARY CONCERNS IN CHOOSING PRESENT ASSIGNMENT	DOES NOT APPLY	Column %	51.6%	24.4%	8.5%	28.5%
	ASSIGNMENT TYPE	Column %	28.6%	46.3%	59.0%	43.9%
	AVAILABILITY OF	Column %	10.2%	10.4%	4.2%	9.6%
	FUTURE CO-WORKERS	Column %	6.9%	7.9%	9.2%	7.8%
	FUTURE COMMAND	Column %	13.2%	19.8%	22.3%	18.6%
	ACCESS TO DESIRED	Column %	14.6%	19.7%	15.5%	18.1%
	COST OF LIVING	Column %	13.4%	19.1%	22.9%	18.3%
	GEOGRAPHIC	Column %	34.0%	54.4%	72.9%	52.1%
	IMPACT OF MOVE OF MY	Column %	12.3%	25.0%	42.2%	24.2%
	PROMOTION POTENTIAL	Column %	13.8%	26.7%	33.4%	24.7%
	REQUIRED FOR	Column %	7.3%	14.1%	15.6%	12.8%
	SPOUSE EMPLOYMENT	Column %	7.0%	11.8%	21.0%	11.9%
	SPOUSE/FAMILY	Column %	8.1%	12.3%	17.4%	12.0%
	SPOUSE EDUCATION	Column %	5.7%	7.8%	6.0%	7.1%
	CHILDRENS	Column %	4.4%	14.1%	36.0%	14.6%
	SPOUSE PREFERENCE	Column %	7.3%	13.7%	20.8%	13.1%
	CHILDRENS	Column %	2.4%	5.8%	10.8%	5.6%
	CLOSE TO OTHER	Column %	11.4%	16.6%	14.8%	15.2%
	OTHER	Column %	3.2%	4.6%	6.1%	4.5%

**Q47 PRIMARY CONCERNS IN CHOOSING PRESENT ASSIGNMENT by RACEGRP**

			majority	minority	Total
PRIMARY CONCERNS IN CHOOSING PRESENT ASSIGNMENT	DOES NOT APPLY	Column %	30.5%	24.8%	28.5%
	ASSIGNMENT TYPE	Column %	42.1%	47.2%	43.9%
	AVAILABILITY OF	Column %	8.1%	12.5%	9.6%
	FUTURE CO-WORKERS	Column %	7.8%	7.9%	7.8%
	FUTURE COMMAND	Column %	17.7%	20.3%	18.6%
	ACCESS TO DESIRED	Column %	14.6%	24.5%	18.1%
	COST OF LIVING	Column %	15.1%	24.1%	18.3%
	GEOGRAPHIC	Column %	50.1%	55.6%	52.1%
	IMPACT OF MOVE OF MY	Column %	22.8%	26.8%	24.2%
	PROMOTION POTENTIAL	Column %	22.4%	28.9%	24.7%
	REQUIRED FOR	Column %	10.4%	17.0%	12.8%
	SPOUSE EMPLOYMENT	Column %	9.2%	16.7%	11.9%
	SPOUSE/FAMILY	Column %	9.8%	16.0%	12.0%
	SPOUSE EDUCATION	Column %	5.6%	9.8%	7.1%
	CHILDRENS	Column %	12.4%	18.7%	14.6%
	SPOUSE PREFERENCE	Column %	12.2%	14.9%	13.1%
	CHILDRENS	Column %	4.5%	7.7%	5.6%
	CLOSE TO OTHER	Column %	13.5%	18.4%	15.2%
	OTHER	Column %	4.9%	3.7%	4.5%

**Q47 PRIMARY CONCERNS IN CHOOSING PRESENT ASSIGNMENT by Q55**

			GENDER		Total
			Male	Female	
PRIMARY CONCERNS IN CHOOSING PRESENT ASSIGNMENT	DOES NOT APPLY	Column %	28.6%	27.7%	28.5%
	ASSIGNMENT TYPE	Column %	44.4%	40.7%	43.9%
	AVAILABILITY OF	Column %	10.0%	7.7%	9.6%
	FUTURE CO-WORKERS	Column %	8.2%	5.7%	7.8%
	FUTURE COMMAND	Column %	18.7%	18.2%	18.6%
	ACCESS TO DESIRED	Column %	18.2%	17.7%	18.1%
	COST OF LIVING	Column %	18.9%	14.7%	18.3%
	GEOGRAPHIC	Column %	53.2%	45.2%	52.1%
	IMPACT OF MOVE OF MY	Column %	24.7%	21.2%	24.2%
	PROMOTION POTENTIAL	Column %	25.8%	17.7%	24.7%
	REQUIRED FOR	Column %	13.6%	7.4%	12.8%
	SPOUSE EMPLOYMENT	Column %	12.8%	6.1%	11.9%
	SPOUSE/FAMILY	Column %	11.4%	15.4%	12.0%
	SPOUSE EDUCATION	Column %	7.9%	2.2%	7.1%
	CHILDRENS	Column %	14.8%	13.6%	14.6%
	SPOUSE PREFERENCE	Column %	14.1%	7.3%	13.1%
	CHILDRENS	Column %	5.8%	4.8%	5.6%
	CLOSE TO OTHER	Column %	15.3%	14.9%	15.2%
	OTHER	Column %	4.3%	5.7%	4.5%



**Q48 MOST IMPORTANT SOURCE OF INFORMATION REGARDING NEXT ASSIGNMENT \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q48 MOST	1	2.6%	.8%	2.5%	1.4%
IMPORTANT	2	14.5%	9.9%	4.3%	10.2%
SOURCE OF	3	6.9%	7.9%	21.0%	9.3%
INFORMATION	4	9.1%	19.2%	22.1%	17.5%
REGARDING	5	23.2%	19.8%	14.0%	19.8%
NEXT	6	11.9%	15.5%	11.1%	14.2%
ASSIGNMENT	7	9.0%	11.0%	13.1%	10.8%
	8	3.4%	1.0%	1.5%	1.6%
	9	.7%	.2%	.3%	.3%
	10	10.7%	10.9%	7.4%	10.4%
	11	.3%	1.0%	.8%	.8%
	12	.1%	.7%	.9%	.6%
	13	1.2%	.6%	.2%	.7%
	14	6.5%	1.6%	.7%	2.5%
Total		100.0%	100.0%	100.0%	100.0%

**Q48 MOST IMPORTANT SOURCE OF INFORMATION REGARDING NEXT ASSIGNMENT \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q48 MOST	1	.8%	2.4%	1.4%
IMPORTANT	2	9.6%	11.3%	10.2%
SOURCE OF	3	8.9%	10.2%	9.3%
INFORMATION	4	14.4%	23.0%	17.5%
REGARDING	5	22.6%	14.5%	19.8%
NEXT	6	16.3%	10.2%	14.2%
ASSIGNMENT	7	11.6%	9.3%	10.8%
	8	1.1%	2.4%	1.5%
	9	.4%	.2%	.3%
	10	11.2%	9.0%	10.4%
	11	.9%	.6%	.8%
	12	.4%	1.0%	.6%
	13	.3%	1.3%	.7%
	14	1.3%	4.8%	2.5%
Total		100.0%	100.0%	100.0%

**Q48 MOST IMPORTANT SOURCE OF INFORMATION REGARDING NEXT ASSIGNMENT \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q48 MOST	1	1.4%	1.4%	1.4%
IMPORTANT	2	10.0%	11.2%	10.2%
SOURCE OF	3	9.2%	9.7%	9.3%
INFORMATION	4	17.0%	20.6%	17.5%
REGARDING	5	20.1%	17.7%	19.8%
NEXT	6	15.0%	9.0%	14.2%
ASSIGNMENT	7	10.9%	10.4%	10.8%
	8	1.5%	1.6%	1.6%
	9	.3%	.2%	.3%
	10	9.9%	13.4%	10.4%
	11	.7%	1.6%	.8%
	12	.6%	.7%	.6%
	13	.7%	.3%	.7%
	14	2.6%	2.1%	2.5%
Total		100.0%	100.0%	100.0%

**Q49A COMMANDING OFFICER \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q49A COMMANDING	UnChecked	88.5%	91.1%	88.3%	90.2%
OFFICER	Checked	11.5%	8.9%	11.7%	9.8%
Total		100.0%	100.0%	100.0%	100.0%

**Q49A COMMANDING OFFICER \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q49A COMMANDING	UnChecked	90.9%	89.0%	90.2%
OFFICER	Checked	9.1%	11.0%	9.8%
Total		100.0%	100.0%	100.0%

**Q49A COMMANDING OFFICER \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q49A COMMANDING	UnChecked	89.7%	93.4%	90.2%
OFFICER	Checked	10.3%	6.6%	9.8%
Total		100.0%	100.0%	100.0%

**Q49B COMMAND CAREER COUNSELOR \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q49B COMMAND	UnChecked	62.4%	59.1%	69.2%	61.1%
CAREER COUNSELOR	Checked	37.6%	40.9%	30.8%	38.9%
Total		100.0%	100.0%	100.0%	100.0%

**Q49B COMMAND CAREER COUNSELOR \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q49B COMMAND	UnChecked	61.4%	60.4%	61.1%
CAREER COUNSELOR	Checked	38.6%	39.6%	38.9%
Total		100.0%	100.0%	100.0%

**Q49B COMMAND CAREER COUNSELOR \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q49B COMMAND	UnChecked	61.5%	58.3%	61.1%
CAREER COUNSELOR	Checked	38.5%	41.7%	38.9%
Total		100.0%	100.0%	100.0%

**Q49C DETAILER \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q49C DETAILER	UnChecked	70.1%	60.1%	42.1%	60.2%
	Checked	29.9%	39.9%	57.9%	39.8%
Total		100.0%	100.0%	100.0%	100.0%

**Q49C DETAILER \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q49C DETAILER	UnChecked	59.0%	62.3%	60.2%
	Checked	41.0%	37.7%	39.8%
Total		100.0%	100.0%	100.0%

**Q49C DETAILER \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q49C DETAILER	UnChecked	60.4%	59.0%	60.2%
	Checked	39.6%	41.0%	39.8%
Total		100.0%	100.0%	100.0%

**Q49D JASS/LMCS \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q49D JASS/LMCS	UnChecked	70.9%	54.6%	53.4%	58.1%
	Checked	29.1%	45.4%	46.6%	41.9%
Total		100.0%	100.0%	100.0%	100.0%

**Q49D JASS/LMCS \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q49D JASS/LMCS	UnChecked	58.9%	56.7%	58.1%
	Checked	41.1%	43.3%	41.9%
Total		100.0%	100.0%	100.0%

**Q49D JASS/LMCS \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q49D JASS/LMCS	UnChecked	58.5%	55.6%	58.1%
	Checked	41.5%	44.4%	41.9%
Total		100.0%	100.0%	100.0%

**Q49E CO-WORKERS \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q49E CO-WORKERS	UnChecked	49.9%	44.1%	51.4%	46.3%
	Checked	50.1%	55.9%	48.6%	53.7%
Total		100.0%	100.0%	100.0%	100.0%

**Q49E CO-WORKERS \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q49E CO-WORKERS	UnChecked	41.4%	55.2%	46.3%
	Checked	58.6%	44.8%	53.7%
Total		100.0%	100.0%	100.0%

**Q49E CO-WORKERS \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q49E CO-WORKERS	UnChecked	45.4%	51.6%	46.3%
	Checked	54.6%	48.4%	53.7%
Total		100.0%	100.0%	100.0%

**Q49F SUPERVISOR/CHIEF \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q49F SUPERVISOR/CHIEF	UnChecked	58.4%	53.8%	63.6%	56.0%
	Checked	41.6%	46.2%	36.4%	44.0%
Total		100.0%	100.0%	100.0%	100.0%

**Q49F SUPERVISOR/CHIEF \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q49F SUPERVISOR/CHIEF	UnChecked	52.8%	61.7%	56.0%
	Checked	47.2%	38.3%	44.0%
Total		100.0%	100.0%	100.0%

**Q49F SUPERVISOR/CHIEF \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q49F SUPERVISOR/CHIEF	UnChecked	55.3%	60.1%	56.0%
	Checked	44.7%	39.9%	44.0%
Total		100.0%	100.0%	100.0%

**Q49G OTHER NAVY SAILORS OUTSIDE CHAIN OF COMMAND \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q49G OTHER NAVY	UnChecked	64.9%	57.6%	58.8%	59.4%
SAILORS OUTSIDE	Checked	35.1%	42.4%	41.2%	40.6%
CHAIN OF COMMAND					
Total		100.0%	100.0%	100.0%	100.0%

**Q49G OTHER NAVY SAILORS OUTSIDE CHAIN OF COMMAND \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q49G OTHER NAVY	UnChecked	56.6%	64.5%	59.4%
SAILORS OUTSIDE	Checked	43.4%	35.5%	40.6%
CHAIN OF COMMAND				
Total		100.0%	100.0%	100.0%

**Q49G OTHER NAVY SAILORS OUTSIDE CHAIN OF COMMAND \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q49G OTHER NAVY	UnChecked	59.2%	60.4%	59.4%
SAILORS OUTSIDE	Checked	40.8%	39.6%	40.6%
CHAIN OF COMMAND				
Total		100.0%	100.0%	100.0%

**Q49H NAVY KNOWLEDGE ONLINE \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q49H NAVY	UnChecked	75.2%	81.1%	88.1%	80.6%
KNOWLEDGE ONLINE	Checked	24.8%	18.9%	11.9%	19.4%
Total		100.0%	100.0%	100.0%	100.0%

**Q49H NAVY KNOWLEDGE ONLINE \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q49H NAVY	UnChecked	82.2%	77.6%	80.6%
KNOWLEDGE ONLINE	Checked	17.8%	22.4%	19.4%
Total		100.0%	100.0%	100.0%

**Q49H NAVY KNOWLEDGE ONLINE \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q49H NAVY	UnChecked	80.9%	79.0%	80.6%
KNOWLEDGE ONLINE	Checked	19.1%	21.0%	19.4%
Total		100.0%	100.0%	100.0%

**Q49I GENERAL NEWSPAPERS \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q49I GENERAL	UnChecked	90.4%	90.8%	94.7%	91.2%
NEWSPAPERS	Checked	9.6%	9.2%	5.3%	8.8%
Total		100.0%	100.0%	100.0%	100.0%

**Q49I GENERAL NEWSPAPERS \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q49I GENERAL	UnChecked	91.8%	90.1%	91.2%
NEWSPAPERS	Checked	8.2%	9.9%	8.8%
Total		100.0%	100.0%	100.0%

**Q49I GENERAL NEWSPAPERS \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q49I GENERAL	UnChecked	90.8%	93.2%	91.2%
NEWSPAPERS	Checked	9.2%	6.8%	8.8%
Total		100.0%	100.0%	100.0%

**Q49J INTERNET \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q49J INTERNET	UnChecked	61.0%	61.3%	64.5%	61.6%
	Checked	39.0%	38.7%	35.5%	38.4%
Total		100.0%	100.0%	100.0%	100.0%

#### Q49J INTERNET \* RACEGRP Crosstabulation

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q49J INTERNET	UnChecked	59.4%	65.5%	61.6%
	Checked	40.6%	34.5%	38.4%
Total		100.0%	100.0%	100.0%

#### Q49J INTERNET \* Q55 GENDER Crosstabulation

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q49J INTERNET	UnChecked	61.4%	62.6%	61.6%
	Checked	38.6%	37.4%	38.4%
Total		100.0%	100.0%	100.0%

#### Q49K LINK (ELECTRONIC VERSION) \* PAYGRP Crosstabulation

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q49K LINK	UnChecked	91.2%	88.5%	88.0%	89.0%
(ELECTRONIC VERSION)	Checked	8.8%	11.5%	12.0%	11.0%
Total		100.0%	100.0%	100.0%	100.0%

#### Q49K LINK (ELECTRONIC VERSION) \* RACEGRP Crosstabulation

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q49K LINK	UnChecked	89.6%	88.1%	89.0%
(ELECTRONIC VERSION)	Checked	10.4%	11.9%	11.0%
Total		100.0%	100.0%	100.0%

#### Q49K LINK (ELECTRONIC VERSION) \* Q55 GENDER Crosstabulation

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q49K LINK	UnChecked	88.7%	91.0%	89.0%
(ELECTRONIC VERSION)	Checked	11.3%	9.0%	11.0%
Total		100.0%	100.0%	100.0%



**Q49L LINK (PAPER VERSION) \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q49L LINK (PAPER VERSION)	UnChecked	94.0%	89.4%	87.5%	90.2%
	Checked	6.0%	10.6%	12.5%	9.8%
Total		100.0%	100.0%	100.0%	100.0%

**Q49L LINK (PAPER VERSION) \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q49L LINK (PAPER VERSION)	UnChecked	91.5%	87.8%	90.2%
	Checked	8.5%	12.2%	9.8%
Total		100.0%	100.0%	100.0%

**Q49L LINK (PAPER VERSION) \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q49L LINK (PAPER VERSION)	UnChecked	89.8%	92.8%	90.2%
	Checked	10.2%	7.2%	9.8%
Total		100.0%	100.0%	100.0%

**Q49M NAVY TIMES \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q49M NAVY TIMES	UnChecked	83.7%	83.6%	88.0%	84.1%
	Checked	16.3%	16.4%	12.0%	15.9%
Total		100.0%	100.0%	100.0%	100.0%

**Q49M NAVY TIMES \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q49M NAVY TIMES	UnChecked	84.8%	82.9%	84.1%
	Checked	15.2%	17.1%	15.9%
Total		100.0%	100.0%	100.0%

**Q49M NAVY TIMES \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q49M NAVY TIMES	UnChecked	83.2%	89.5%	84.1%
	Checked	16.8%	10.5%	15.9%
Total		100.0%	100.0%	100.0%

**Q49N ALL HANDS \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q49N ALL HANDS	UnChecked	78.5%	82.7%	88.6%	82.4%
	Checked	21.5%	17.3%	11.4%	17.6%
Total		100.0%	100.0%	100.0%	100.0%

**Q49N ALL HANDS \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q49N ALL HANDS	UnChecked	83.7%	80.1%	82.4%
	Checked	16.3%	19.9%	17.6%
Total		100.0%	100.0%	100.0%

**Q49N ALL HANDS \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q49N ALL HANDS	UnChecked	81.7%	86.9%	82.4%
	Checked	18.3%	13.1%	17.6%
Total		100.0%	100.0%	100.0%

**Q50A OVERSEAS SHOPRE DUTY COUNTING AS SEA DUTY \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q50A OVERSEAS SHOPRE DUTY COUNTING AS SEA DUTY	Increases desire to accept	64.8%	71.9%	63.5%	69.3%
	Neither increases nor decreases desire to accept	19.7%	16.1%	22.5%	17.6%
	Decreases desire to accept	6.5%	4.1%	2.6%	4.5%
	Greatly decreases desire to accept	9.0%	7.9%	11.5%	8.6%
Total		100.0%	100.0%	100.0%	100.0%

**Q50A OVERSEAS SHOPRE DUTY COUNTING AS SEA DUTY \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q50A OVERSEAS SHOPRE DUTY COUNTING AS SEA DUTY	Increases desire to accept	68.0%	71.8%	69.3%
	Neither increases nor decreases desire to accept	18.7%	15.7%	17.6%
	Decreases desire to accept	4.3%	4.8%	4.4%
	Greatly decreases desire to accept	9.1%	7.8%	8.6%
Total		100.0%	100.0%	100.0%

**Q50A OVERSEAS SHOPRE DUTY COUNTING AS SEA DUTY \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q50A OVERSEAS SHOPRE DUTY COUNTING AS SEA DUTY	Increases desire to accept	69.3%	69.3%	69.3%
	Neither increases nor decreases desire to accept	17.4%	18.9%	17.6%
	Decreases desire to accept	4.4%	4.7%	4.5%
	Greatly decreases desire to accept	8.8%	7.2%	8.6%
Total		100.0%	100.0%	100.0%

**Q50B ASSIGNMENT INCENTIVE PAY \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q50B	Increases desire to accept	72.6%	75.3%	64.7%	73.5%
ASSIGNMENT	Neither increases nor decreases desire to accept	15.4%	15.3%	20.2%	15.9%
INCENTIVE	Decreases desire to accept	2.8%	1.5%	1.1%	1.7%
PAY	Greatly decreases desire to accept	9.2%	7.9%	14.0%	8.9%
Total		100.0%	100.0%	100.0%	100.0%

**Q50B ASSIGNMENT INCENTIVE PAY \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q50B	Increases desire to accept	73.0%	74.4%	73.5%
ASSIGNMENT	Neither increases nor decreases desire to accept	16.1%	15.5%	15.9%
INCENTIVE	Decreases desire to accept	1.4%	2.3%	1.7%
PAY	Greatly decreases desire to accept	9.5%	7.9%	8.9%
Total		100.0%	100.0%	100.0%

**Q50B ASSIGNMENT INCENTIVE PAY \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q50B	Increases desire to accept	73.7%	71.7%	73.5%
ASSIGNMENT	Neither increases nor decreases desire to accept	15.5%	18.5%	15.9%
INCENTIVE	Decreases desire to accept	1.7%	2.1%	1.7%
PAY	Greatly decreases desire to accept	9.1%	7.7%	8.9%
Total		100.0%	100.0%	100.0%

**Q50C CHOICE OF CONUS COAST IN FOLLOW-ON ASSIGNMENT \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q50C CHOICE OF CONUS COAST IN FOLLOW-ON ASSIGNMENT	Increases desire to accept	55.4%	65.3%	63.3%	62.8%
	Neither increases nor decreases desire to accept	30.9%	25.1%	24.1%	26.3%
	Decreases desire to accept	3.1%	1.6%	.9%	1.9%
	Greatly decreases desire to accept	10.5%	8.0%	11.7%	9.0%
Total		100.0%	100.0%	100.0%	100.0%

**Q50C CHOICE OF CONUS COAST IN FOLLOW-ON ASSIGNMENT \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q50C CHOICE OF CONUS COAST IN FOLLOW-ON ASSIGNMENT	Increases desire to accept	61.5%	65.3%	62.8%
	Neither increases nor decreases desire to accept	27.9%	23.3%	26.3%
	Decreases desire to accept	1.2%	3.0%	1.9%
	Greatly decreases desire to accept	9.3%	8.4%	9.0%
Total		100.0%	100.0%	100.0%

**Q50C CHOICE OF CONUS COAST IN FOLLOW-ON ASSIGNMENT \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q50C CHOICE OF CONUS COAST IN FOLLOW-ON ASSIGNMENT	Increases desire to accept	62.8%	62.9%	62.8%
	Neither increases nor decreases desire to accept	26.1%	27.4%	26.3%
	Decreases desire to accept	1.9%	1.6%	1.9%
	Greatly decreases desire to accept	9.2%	8.1%	9.0%
Total		100.0%	100.0%	100.0%

**Q50D GUARANTEED SCHOOL FOLLOWING OVERSEAS TOUR \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q50D GUARANTEED SCHOOL FOLLOWING OVERSEAS TOUR	Increases desire to accept	57.7%	59.6%	35.6%	56.3%
	Neither increases nor decreases desire to accept	28.4%	29.0%	45.2%	30.8%
	Decreases desire to accept	3.7%	1.3%	.7%	1.7%
	Greatly decreases desire to accept	10.2%	10.1%	18.5%	11.2%
Total		100.0%	100.0%	100.0%	100.0%

**Q50D GUARANTEED SCHOOL FOLLOWING OVERSEAS TOUR \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q50D GUARANTEED SCHOOL FOLLOWING OVERSEAS TOUR	Increases desire to accept	54.0%	60.5%	56.3%
	Neither increases nor decreases desire to accept	33.1%	26.6%	30.8%
	Decreases desire to accept	1.3%	2.5%	1.8%
	Greatly decreases desire to accept	11.5%	10.4%	11.2%
Total		100.0%	100.0%	100.0%

**Q50D GUARANTEED SCHOOL FOLLOWING OVERSEAS TOUR \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q50D GUARANTEED SCHOOL FOLLOWING OVERSEAS TOUR	Increases desire to accept	56.9%	52.6%	56.3%
	Neither increases nor decreases desire to accept	30.3%	34.2%	30.8%
	Decreases desire to accept	1.7%	2.1%	1.7%
	Greatly decreases desire to accept	11.2%	11.1%	11.2%
Total		100.0%	100.0%	100.0%

**Q50E ACCELERATED ADVANCEMENT/PROMOTION \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q50E ACCELERATED ADVANCEMENT/ PROMOTION	Increases desire to accept	73.7%	76.3%	55.1%	73.2%
	Neither increases nor decreases desire to accept	15.1%	14.6%	23.3%	15.8%
	Decreases desire to accept	2.5%	.7%	.7%	1.1%
	Greatly decreases desire to accept	8.7%	8.3%	20.9%	9.9%
Total		100.0%	100.0%	100.0%	100.0%

**Q50E ACCELERATED ADVANCEMENT/PROMOTION \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q50E ACCELERATED ADVANCEMENT/ PROMOTION	Increases desire to accept	72.8%	73.9%	73.2%
	Neither increases nor decreases desire to accept	15.9%	15.6%	15.8%
	Decreases desire to accept	.7%	1.9%	1.1%
	Greatly decreases desire to accept	10.6%	8.6%	9.9%
Total		100.0%	100.0%	100.0%

**Q50E ACCELERATED ADVANCEMENT/PROMOTION \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q50E ACCELERATED ADVANCEMENT/ PROMOTION	Increases desire to accept	72.9%	74.7%	73.2%
	Neither increases nor decreases desire to accept	15.9%	14.9%	15.8%
	Decreases desire to accept	1.1%	1.3%	1.1%
	Greatly decreases desire to accept	10.0%	9.0%	9.9%
Total		100.0%	100.0%	100.0%

**Q50F E-7, E-8, E-9 BOARD \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q50F E-7, E-8, E-9 BOARD	Increases desire to accept	23.7%	45.3%	62.0%	42.6%
	Neither increases nor decreases desire to accept	32.3%	27.3%	21.3%	27.7%
	Decreases desire to accept	3.2%	1.7%	1.9%	2.1%
	Greatly decreases desire to accept	40.7%	25.7%	14.7%	27.6%
Total		100.0%	100.0%	100.0%	100.0%

**Q50F E-7, E-8, E-9 BOARD \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q50F E-7, E-8, E-9 BOARD	Increases desire to accept	41.0%	45.6%	42.6%
	Neither increases nor decreases desire to accept	29.1%	25.2%	27.7%
	Decreases desire to accept	1.9%	2.5%	2.1%
	Greatly decreases desire to accept	28.1%	26.8%	27.6%
Total		100.0%	100.0%	100.0%

**Q50F E-7, E-8, E-9 BOARD \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q50F E-7, E-8, E-9 BOARD	Increases desire to accept	43.9%	34.5%	42.6%
	Neither increases nor decreases desire to accept	26.8%	33.3%	27.7%
	Decreases desire to accept	2.1%	1.8%	2.1%
	Greatly decreases desire to accept	27.2%	30.5%	27.6%
Total		100.0%	100.0%	100.0%



**Q50G INCREASED COMMAND ADVANCEMENT POTENTIAL \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q50G	Increases desire to accept	62.2%	67.6%	56.0%	65.0%
INCREASED	Neither increases				
COMMAND	nor decreases	23.2%	21.9%	25.1%	22.5%
ADVANCEMENT	desire to accept				
POTENTIAL	Decreases desire to accept	3.1%	1.0%	1.2%	1.5%
	Greatly decreases desire to accept	11.6%	9.5%	17.8%	11.0%
Total		100.0%	100.0%	100.0%	100.0%

**Q50G INCREASED COMMAND ADVANCEMENT POTENTIAL \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q50G	Increases desire to accept	64.1%	66.7%	65.0%
INCREASED	Neither increases			
COMMAND	nor decreases	22.8%	22.0%	22.5%
ADVANCEMENT	desire to accept			
POTENTIAL	Decreases desire to accept	1.2%	2.1%	1.5%
	Greatly decreases desire to accept	11.9%	9.2%	11.0%
Total		100.0%	100.0%	100.0%

**Q50G INCREASED COMMAND ADVANCEMENT POTENTIAL \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q50G	Increases desire to accept	65.1%	64.6%	65.0%
INCREASED	Neither increases			
COMMAND	nor decreases	22.5%	22.9%	22.5%
ADVANCEMENT	desire to accept			
POTENTIAL	Decreases desire to accept	1.5%	1.6%	1.5%
	Greatly decreases desire to accept	11.0%	10.9%	11.0%
Total		100.0%	100.0%	100.0%

**Q50H OTHER \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q50H	Increases desire to accept	25.5%	34.1%	34.3%	31.9%
OTHER	Neither increases nor decreases desire to accept	24.9%	14.0%	14.2%	16.8%
	Decreases desire to accept	5.3%	7.0%	3.8%	6.3%
	Greatly decreases desire to accept	44.2%	45.0%	47.8%	45.0%
Total		100.0%	100.0%	100.0%	100.0%

**Q50H OTHER \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q50H	Increases desire to accept	29.9%	35.7%	31.9%
OTHER	Neither increases nor decreases desire to accept	14.0%	21.9%	16.8%
	Decreases desire to accept	7.1%	4.7%	6.3%
	Greatly decreases desire to accept	49.0%	37.7%	45.0%
Total		100.0%	100.0%	100.0%

**Q50H OTHER \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q50H	Increases desire to accept	32.2%	30.0%	31.9%
OTHER	Neither increases nor decreases desire to accept	17.1%	15.0%	16.8%
	Decreases desire to accept	5.8%	9.5%	6.3%
	Greatly decreases desire to accept	45.0%	45.4%	45.0%
Total		100.0%	100.0%	100.0%

**Q51 WHICH OVERSEAS LOCATION WOULD YOU PREFER MOST? \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q51 WHICH OVERSEAS LOCATION WOULD YOU PREFER MOST?	Guam	4.2%	3.3%	6.0%	3.8%
	Sigonella	2.7%	4.8%	3.8%	4.2%
	Italy (except for Sigonella)	21.2%	16.1%	15.5%	17.2%
	Greece	6.9%	4.2%	4.8%	4.9%
	Japan	17.9%	18.4%	19.1%	18.3%
	Korea	1.3%	1.5%	.3%	1.3%
	Spain	15.2%	16.8%	14.0%	16.1%
	Europe (except for Italy and Spain and Greece)	15.8%	21.5%	22.2%	20.3%
	Bahrain	5.4%	6.2%	6.2%	6.0%
	Other	9.5%	7.2%	8.2%	7.8%
Total		100.0%	100.0%	100.0%	100.0%

**Q51 WHICH OVERSEAS LOCATION WOULD YOU PREFER MOST? \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q51 WHICH OVERSEAS LOCATION WOULD YOU PREFER MOST?	Guam	3.6%	4.3%	3.8%
	Sigonella	4.6%	3.5%	4.2%
	Italy (except for Sigonella)	18.9%	14.2%	17.2%
	Greece	5.7%	3.3%	4.9%
	Japan	16.1%	22.4%	18.3%
	Korea	1.0%	1.8%	1.3%
	Spain	13.7%	20.5%	16.1%
	Europe (except for Italy and Spain and Greece)	24.1%	13.4%	20.3%
	Bahrain	4.7%	8.4%	6.0%
	Other	7.6%	8.2%	7.8%
Total		100.0%	100.0%	100.0%

**Q51 WHICH OVERSEAS LOCATION WOULD YOU PREFER MOST? \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q51 WHICH OVERSEAS LOCATION WOULD YOU PREFER MOST?	Guam	3.4%	6.4%	3.8%
	Sigonella	3.8%	6.4%	4.2%
	Italy (except for Sigonella)	17.1%	17.8%	17.2%
	Greece	4.4%	7.8%	4.9%
	Japan	19.3%	12.6%	18.3%
	Korea	1.3%	1.4%	1.3%
	Spain	16.2%	16.0%	16.1%
	Europe (except for Italy and Spain and Greece)	20.6%	18.7%	20.3%
	Bahrain	5.9%	6.5%	6.0%
	Other	8.1%	6.3%	7.8%
Total		100.0%	100.0%	100.0%

**Q52A INCREASE IN NAVY PAY \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q52A INCREASE IN NAVY PAY	UnChecked	19.8%	22.1%	36.6%	23.3%
	Checked	80.2%	77.9%	63.4%	76.7%
Total		100.0%	100.0%	100.0%	100.0%

**Q52A INCREASE IN NAVY PAY \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q52A INCREASE IN NAVY PAY	UnChecked	23.5%	23.0%	23.3%
	Checked	76.5%	77.0%	76.7%
Total		100.0%	100.0%	100.0%

**Q52A INCREASE IN NAVY PAY \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q52A INCREASE IN NAVY PAY	UnChecked	23.7%	21.0%	23.3%
	Checked	76.3%	79.0%	76.7%
Total		100.0%	100.0%	100.0%

**Q52B DECREASE IN NAVY PAY \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q52B DECREASE	UnChecked	96.7%	94.7%	90.4%	94.6%
IN NAVY PAY	Checked	3.3%	5.3%	9.6%	5.4%
Total		100.0%	100.0%	100.0%	100.0%

**Q52B DECREASE IN NAVY PAY \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q52B DECREASE	UnChecked	94.8%	94.4%	94.6%
IN NAVY PAY	Checked	5.2%	5.6%	5.4%
Total		100.0%	100.0%	100.0%

**Q52B DECREASE IN NAVY PAY \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q52B DECREASE	UnChecked	94.4%	96.0%	94.6%
IN NAVY PAY	Checked	5.6%	4.0%	5.4%
Total		100.0%	100.0%	100.0%

**Q52C LOSS OF SECOND JOB \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q52C LOSS OF	UnChecked	89.8%	90.8%	90.8%	90.6%
SECOND JOB	Checked	10.2%	9.2%	9.2%	9.4%
Total		100.0%	100.0%	100.0%	100.0%

**Q52C LOSS OF SECOND JOB \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q52C LOSS OF	UnChecked	90.1%	91.4%	90.6%
SECOND JOB	Checked	9.9%	8.6%	9.4%
Total		100.0%	100.0%	100.0%

**Q52C LOSS OF SECOND JOB \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q52C LOSS OF SECOND JOB	UnChecked	90.1%	93.2%	90.6%
	Checked	9.9%	6.8%	9.4%
Total		100.0%	100.0%	100.0%

**Q52D LOSS OF SPOUSE INCOME \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q52D LOSS OF SPOUSE INCOME	UnChecked	84.4%	70.6%	51.7%	71.4%
	Checked	15.6%	29.4%	48.3%	28.6%
Total		100.0%	100.0%	100.0%	100.0%

**Q52D LOSS OF SPOUSE INCOME \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q52D LOSS OF SPOUSE INCOME	UnChecked	70.0%	74.0%	71.4%
	Checked	30.0%	26.0%	28.6%
Total		100.0%	100.0%	100.0%

**Q52D LOSS OF SPOUSE INCOME \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q52D LOSS OF SPOUSE INCOME	UnChecked	68.8%	87.2%	71.4%
	Checked	31.2%	12.8%	28.6%
Total		100.0%	100.0%	100.0%

**Q52E INCREASE IN SPOUSE INCOME \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q52E INCREASE IN SPOUSE INCOME	UnChecked	93.3%	94.8%	96.6%	94.7%
	Checked	6.7%	5.2%	3.4%	5.3%
Total		100.0%	100.0%	100.0%	100.0%

**Q52E INCREASE IN SPOUSE INCOME \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q52E INCREASE IN SPOUSE INCOME	UnChecked	95.6%	93.1%	94.7%
	Checked	4.4%	6.9%	5.3%
Total		100.0%	100.0%	100.0%

**Q52E INCREASE IN SPOUSE INCOME \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q52E INCREASE IN SPOUSE INCOME	UnChecked	95.0%	92.6%	94.7%
	Checked	5.0%	7.4%	5.3%
Total		100.0%	100.0%	100.0%

**Q52F LOSS IN SPOUSE RETIREMENT BENEFITS \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q52F LOSS IN SPOUSE RETIREMENT BENEFITS	UnChecked	96.9%	94.6%	91.2%	94.7%
	Checked	3.1%	5.4%	8.8%	5.3%
Total		100.0%	100.0%	100.0%	100.0%

**Q52F LOSS IN SPOUSE RETIREMENT BENEFITS \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q52F LOSS IN SPOUSE RETIREMENT BENEFITS	UnChecked	94.9%	94.3%	94.7%
	Checked	5.1%	5.7%	5.3%
Total		100.0%	100.0%	100.0%

**Q52F LOSS IN SPOUSE RETIREMENT BENEFITS \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q52F LOSS IN SPOUSE RETIREMENT BENEFITS	UnChecked	94.3%	97.4%	94.7%
	Checked	5.7%	2.6%	5.3%
Total		100.0%	100.0%	100.0%

**Q52G HIGHER COST OF LIVING \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q52G HIGHER COST OF LIVING	UnChecked	46.6%	38.7%	32.6%	39.7%
	Checked	53.4%	61.3%	67.4%	60.3%
Total		100.0%	100.0%	100.0%	100.0%

**Q52G HIGHER COST OF LIVING \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q52G HIGHER COST OF LIVING	UnChecked	38.3%	42.3%	39.7%
	Checked	61.7%	57.7%	60.3%
Total		100.0%	100.0%	100.0%

**Q52G HIGHER COST OF LIVING \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q52G HIGHER COST OF LIVING	UnChecked	40.0%	38.1%	39.7%
	Checked	60.0%	61.9%	60.3%
Total		100.0%	100.0%	100.0%

**Q52H LOWER COST OF LIVING \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q52H LOWER COST OF LIVING	UnChecked	85.9%	88.4%	94.0%	88.5%
	Checked	14.1%	11.6%	6.0%	11.5%
Total		100.0%	100.0%	100.0%	100.0%

**Q52H LOWER COST OF LIVING \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q52H LOWER COST OF LIVING	UnChecked	88.5%	88.5%	88.5%
	Checked	11.5%	11.5%	11.5%
Total		100.0%	100.0%	100.0%



**Q52H LOWER COST OF LIVING \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q52H LOWER COST OF LIVING	UnChecked	88.0%	91.6%	88.5%
	Checked	12.0%	8.4%	11.5%
Total		100.0%	100.0%	100.0%

**Q52I INCREASE PCS COSTS/COSTS TO MOVE FAMILY \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q52I INCREASE PCS COSTS/COSTS TO MOVE FAMILY	UnChecked	67.5%	56.9%	47.5%	58.1%
	Checked	32.5%	43.1%	52.5%	41.9%
Total		100.0%	100.0%	100.0%	100.0%

**Q52I INCREASE PCS COSTS/COSTS TO MOVE FAMILY \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q52I INCREASE PCS COSTS/COSTS TO MOVE FAMILY	UnChecked	54.9%	63.9%	58.1%
	Checked	45.1%	36.1%	41.9%
Total		100.0%	100.0%	100.0%

**Q52I INCREASE PCS COSTS/COSTS TO MOVE FAMILY \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q52I INCREASE PCS COSTS/COSTS TO MOVE FAMILY	UnChecked	57.8%	60.1%	58.1%
	Checked	42.2%	39.9%	41.9%
Total		100.0%	100.0%	100.0%

**Q53A DOES NOT APPLY, I DID NOT EXPERIENCE ANY FINANCIAL LOSS DURING LAST PCS \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q53A DOES NOT APPLY, I DID NOT EXPERIENCE ANY FINANCIAL LOSS DURING LAST PCS	UnChecked	52.1%	57.8%	57.2%	56.5%
	Checked	47.9%	42.2%	42.8%	43.5%
Total		100.0%	100.0%	100.0%	100.0%

**Q53A DOES NOT APPLY, I DID NOT EXPERIENCE ANY FINANCIAL LOSS DURING LAST PCS \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q53A DOES NOT APPLY, I DID NOT EXPERIENCE ANY FINANCIAL LOSS DURING LAST PCS	UnChecked	59.1%	51.7%	56.5%
	Checked	40.9%	48.3%	43.5%
Total		100.0%	100.0%	100.0%

**Q53A DOES NOT APPLY, I DID NOT EXPERIENCE ANY FINANCIAL LOSS DURING LAST PCS \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q53A DOES NOT APPLY, I DID NOT EXPERIENCE ANY FINANCIAL LOSS DURING LAST PCS	UnChecked	57.9%	47.9%	56.5%
	Checked	42.1%	52.1%	43.5%
Total		100.0%	100.0%	100.0%

**Q53B DOES NOT APPLY, HAVE NOT EXPERIENCED A PCS MOVE \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q53B DOES NOT APPLY, HAVE NOT EXPERIENCED A PCS MOVE	UnChecked	64.8%	81.3%	96.4%	79.5%
	Checked	35.2%	18.7%	3.6%	20.5%
Total		100.0%	100.0%	100.0%	100.0%

**Q53B DOES NOT APPLY, HAVE NOT EXPERIENCED A PCS MOVE \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q53B DOES NOT APPLY, HAVE NOT EXPERIENCED A PCS MOVE	UnChecked	78.5%	81.1%	79.5%
	Checked	21.5%	18.9%	20.5%
Total		100.0%	100.0%	100.0%

**Q53B DOES NOT APPLY, HAVE NOT EXPERIENCED A PCS MOVE \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q53B DOES NOT APPLY, HAVE NOT EXPERIENCED A PCS MOVE	UnChecked	79.5%	79.0%	79.5%
	Checked	20.5%	21.0%	20.5%
Total		100.0%	100.0%	100.0%

**Q55 GENDER \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q55 GENDER	Male	82.8%	85.5%	92.9%	85.8%
	Female	17.2%	14.5%	7.1%	14.2%
Total		100.0%	100.0%	100.0%	100.0%

**Q55 GENDER \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q55 GENDER	Male	88.0%	81.7%	85.8%
	Female	12.0%	18.3%	14.2%
Total		100.0%	100.0%	100.0%

**Case Processing Summary**

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Q56 SPANISH, HISPANIC, OR LATINO ORIGIN? * PAYGRP	278515.94 <sup>a</sup>	99.7%	937.400	.3%	279453.34	100.0%
Q56 SPANISH, HISPANIC, OR LATINO ORIGIN? * RACEGRP	278515.94 <sup>a</sup>	99.7%	937.400	.3%	279453.34	100.0%
Q56 SPANISH, HISPANIC, OR LATINO ORIGIN? * ENLOFF Enlisted or Officer	278515.94 <sup>a</sup>	99.7%	937.400	.3%	279453.34	100.0%
Q56 SPANISH, HISPANIC, OR LATINO ORIGIN? * Q55 GENDER	278515.94 <sup>a</sup>	99.7%	937.400	.3%	279453.34	100.0%

a. Number of valid cases is different from the total count in the crosstabulation table because the cell counts have been rounded.

**Q56 SPANISH, HISPANIC, OR LATINO ORIGIN? \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q56 SPANISH, HISPANIC, OR LATINO ORIGIN?	Yes	14.2%	10.6%	4.7%	10.7%
	No	85.8%	89.4%	95.3%	89.3%
Total		100.0%	100.0%	100.0%	100.0%

**Q56 SPANISH, HISPANIC, OR LATINO ORIGIN? \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q56 SPANISH, HISPANIC, OR LATINO ORIGIN?	Yes		30.4%	10.7%
	No	100.0%	69.6%	89.3%
Total		100.0%	100.0%	100.0%

**Q56 SPANISH, HISPANIC, OR LATINO ORIGIN? \* ENLOFF Enlisted or Officer Crosstabulation**

% within ENLOFF Enlisted or Officer

		ENLOFF Enlisted or Officer	Total
		Enlisted	
Q56 SPANISH, HISPANIC, OR LATINO ORIGIN?	Yes	10.7%	10.7%
	No	89.3%	89.3%
Total		100.0%	100.0%

**Q56 SPANISH, HISPANIC, OR LATINO ORIGIN? \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q56 SPANISH, HISPANIC, OR LATINO ORIGIN?	Yes	11.0%	9.1%	10.7%
	No	89.0%	90.9%	89.3%
Total		100.0%	100.0%	100.0%

**Q57A AMERICAN INDIAN OR ALASKA NATIVE \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q57A AMERICAN INDIAN OR ALASKA NATIVE	UnChecked	95.5%	96.6%	97.4%	96.5%
	Checked	4.5%	3.4%	2.6%	3.5%
Total		100.0%	100.0%	100.0%	100.0%

**Q57A AMERICAN INDIAN OR ALASKA NATIVE \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q57A AMERICAN INDIAN OR ALASKA NATIVE	UnChecked	96.3%	97.3%	96.5%
	Checked	3.7%	2.7%	3.5%
Total		100.0%	100.0%	100.0%

**Q57B ASIAN (ASIAN INDIAN, CHINESE, FILIPINO, JAPANESE, KOREAN, VIETNAMESE, ETC) \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q57B ASIAN (ASIAN INDIAN, CHINESE, FILIPINO, JAPANESE, KOREAN, VIETNAMESE, ETC)	UnChecked	95.2%	92.8%	92.6%	93.3%
	Checked	4.8%	7.2%	7.4%	6.7%
Total		100.0%	100.0%	100.0%	100.0%

**Q57B ASIAN (ASIAN INDIAN, CHINESE, FILIPINO, JAPANESE, KOREAN, VIETNAMESE, ETC) \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q57B ASIAN (ASIAN INDIAN, CHINESE, FILIPINO, JAPANESE, KOREAN, VIETNAMESE, ETC)	UnChecked	93.1%	94.5%	93.3%
	Checked	6.9%	5.5%	6.7%
Total		100.0%	100.0%	100.0%

**Q57C BLACK OR AFRICAN-AMERICAN \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q57C BLACK OR AFRICAN-AMERICAN	UnChecked	87.3%	85.6%	89.0%	86.4%
	Checked	12.7%	14.4%	11.0%	13.6%
Total		100.0%	100.0%	100.0%	100.0%

**Q57C BLACK OR AFRICAN-AMERICAN \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q57C BLACK OR AFRICAN-AMERICAN	UnChecked	88.5%	73.5%	86.4%
	Checked	11.5%	26.5%	13.6%
Total		100.0%	100.0%	100.0%

**Q57D NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER (SAMOAN, GUAMANIAN, CHAMORRO, ETC) \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q57D NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER (SAMOAN, GUAMANIAN, CHAMORRO, ETC)	UnChecked	99.3%	99.5%	99.4%	99.5%
	Checked	.7%	.5%	.6%	.5%
Total		100.0%	100.0%	100.0%	100.0%

**Q57D NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER (SAMOAN, GUAMANIAN, CHAMORRO, ETC) \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q57D NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER (SAMOAN, GUAMANIAN, CHAMORRO, ETC)	UnChecked	99.5%	99.0%	99.5%
	Checked	.5%	1.0%	.5%
Total		100.0%	100.0%	100.0%

**Q57E WHITE \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q57E WHITE	UnChecked	31.2%	30.1%	24.4%	29.6%
	Checked	68.8%	69.9%	75.6%	70.4%
Total		100.0%	100.0%	100.0%	100.0%

**Q57E WHITE \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q57E WHITE	UnChecked	27.7%	41.7%	29.6%
	Checked	72.3%	58.3%	70.4%
Total		100.0%	100.0%	100.0%

**Q57F OTHER RACIAL BACKGROUND \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q57F OTHER RACIAL BACKGROUND	UnChecked	89.1%	92.2%	95.7%	92.0%
	Checked	10.9%	7.8%	4.3%	8.0%
Total		100.0%	100.0%	100.0%	100.0%

**Q57F OTHER RACIAL BACKGROUND \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q57F OTHER RACIAL BACKGROUND	UnChecked	91.7%	93.2%	92.0%
	Checked	8.3%	6.8%	8.0%
Total		100.0%	100.0%	100.0%

**Q58 RELIGIOUS PREFERENCE \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q58 RELIGIOUS PREFERENCE	No religious preference	29.3%	27.7%	20.7%	27.2%
	Catholic	22.9%	21.6%	26.2%	22.5%
	Orthodox Christian (Greek, Russian, etc.)	.9%	.8%		.7%
	Protestant Christian (Baptist, Presbyterian, Lutheran, non-d	34.5%	39.0%	45.7%	38.8%
	Mormon (Latter-day Saints)	1.5%	1.5%	1.0%	1.4%
	Jewish	.5%	.7%	.2%	.6%
	Muslim	.2%	.2%		.2%
	Hindu	.4%	.1%		.1%
	Buddhist	1.6%	1.1%	.7%	1.1%
	Other religion not listed	8.2%	7.4%	5.5%	7.4%
Total		100.0%	100.0%	100.0%	100.0%

**Q58 RELIGIOUS PREFERENCE \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q58 RELIGIOUS PREFERENCE	No religious preference	31.8%	18.9%	27.2%
	Catholic	17.8%	31.1%	22.5%
	Orthodox Christian (Greek, Russian, etc.)	.7%	.8%	.7%
	Protestant Christian (Baptist, Presbyterian, Lutheran, non-d	40.2%	36.2%	38.8%
	Mormon (Latter-day Saints)	1.9%	.5%	1.4%
	Jewish	.5%	.7%	.6%
	Muslim		.5%	.2%
	Hindu	.1%	.2%	.1%
	Buddhist	.9%	1.6%	1.1%
	Other religion not listed	6.2%	9.6%	7.4%
Total		100.0%	100.0%	100.0%

**Q58 RELIGIOUS PREFERENCE \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q58 RELIGIOUS PREFERENCE	No religious preference	28.0%	22.6%	27.2%
	Catholic	22.8%	20.7%	22.5%
	Orthodox Christian (Greek, Russian, etc.)	.8%	.1%	.7%
	Protestant Christian (Baptist, Presbyterian, Lutheran, non-d	37.3%	47.6%	38.8%
	Mormon (Latter-day Saints)	1.5%	1.1%	1.4%
	Jewish	.6%	.3%	.6%
	Muslim	.2%		.2%
	Hindu	.1%	.2%	.1%
	Buddhist	1.3%	.2%	1.1%
	Other religion not listed	7.4%	7.0%	7.4%
Total		100.0%	100.0%	100.0%



**Q59 HIGHEST LEVEL OF EDUCATION COMPLETED \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q59	Less than high school completion/no diploma	1.2%	.7%		.7%
HIGHEST	Alternate degree/				
LEVEL OF	GED/homestudy/adult-school certification	3.7%	2.1%	1.3%	2.4%
EDUCATION	High school diploma/graduate	47.1%	31.6%	15.2%	33.1%
COMPLETED	Some college, no degree	38.8%	51.0%	44.2%	47.5%
	Associate's degree or other 2-year degree (A.A., A.S., etc.)	5.2%	7.0%	18.5%	8.0%
	Bachelor's degree (B.A., B.S., etc.)	3.7%	6.4%	16.7%	7.0%
	Master's degree (M.A., M.S., M.B.A., etc.)	.4%	1.1%	4.1%	1.3%
	Doctoral or professional degree (J.D., Ph.D., M.D., etc.)		.1%		.1%
Total		100.0%	100.0%	100.0%	100.0%

**Q59 HIGHEST LEVEL OF EDUCATION COMPLETED \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q59	Less than high school completion/no diploma	.6%	.9%	.7%
HIGHEST	Alternate degree/			
LEVEL OF	GED/homestudy/adult-school certification	2.5%	2.1%	2.4%
EDUCATION	High school diploma/graduate	32.0%	35.0%	33.1%
COMPLETED	Some college, no degree	49.3%	44.0%	47.5%
	Associate's degree or other 2-year degree (A.A., A.S., etc.)	7.5%	8.9%	8.0%
	Bachelor's degree (B.A., B.S., etc.)	6.8%	7.4%	7.0%
	Master's degree (M.A., M.S., M.B.A., etc.)	1.2%	1.4%	1.3%
	Doctoral or professional degree (J.D., Ph.D., M.D., etc.)		.2%	.1%
Total		100.0%	100.0%	100.0%

**Q59 HIGHEST LEVEL OF EDUCATION COMPLETED \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q59 HIGHEST LEVEL OF EDUCATION COMPLETED	Less than high school completion/no diploma	.8%		.7%
	Alternate degree/ GED/homestudy/adult-school certification	2.6%	.7%	2.4%
	High school diploma/graduate	34.1%	26.6%	33.1%
	Some college, no degree	47.2%	49.3%	47.5%
	Associate's degree or other 2-year degree (A.A., A.S., etc.)	7.3%	12.3%	8.0%
	Bachelor's degree (B.A., B.S., etc.)	6.5%	10.2%	7.0%
	Master's degree (M.A., M.S., M.B.A., etc.)	1.4%	.9%	1.3%
	Doctoral or professional degree (J.D., Ph.D., M.D., etc.)	.1%		.1%
Total		100.0%	100.0%	100.0%

**Q60 WHAT IS YOUR CURRENT MARITAL STATUS? \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q60 WHAT IS YOUR CURRENT MARITAL STATUS?	Single, never married	66.7%	38.8%	4.5%	40.9%
	Married for the first time	27.8%	43.7%	55.0%	41.5%
	Remarried (was divorced or widowed)	.9%	8.1%	30.0%	9.2%
	Legally separated (or filing for divorce)	2.6%	4.3%	3.4%	3.8%
	Divorced	2.1%	4.8%	6.7%	4.4%
	Widowed		.2%	.3%	.2%
Total		100.0%	100.0%	100.0%	100.0%

**Q60 WHAT IS YOUR CURRENT MARITAL STATUS? \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q60 WHAT IS YOUR CURRENT MARITAL STATUS?	Single, never married	43.3%	36.5%	40.9%
	Married for the first time	38.9%	46.3%	41.5%
	Remarried (was divorced or widowed)	10.0%	7.7%	9.2%
	Legally separated (or filing for divorce)	3.4%	4.5%	3.8%
	Divorced	4.4%	4.5%	4.4%
	Widowed	.1%	.4%	.2%
Total		100.0%	100.0%	100.0%

**Q60 WHAT IS YOUR CURRENT MARITAL STATUS? \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q60 WHAT IS YOUR CURRENT MARITAL STATUS?	Single, never married	40.0%	46.4%	40.9%
	Married for the first time	43.0%	32.4%	41.5%
	Remarried (was divorced or widowed)	9.4%	7.6%	9.2%
	Legally separated (or filing for divorce)	3.7%	4.6%	3.8%
	Divorced	3.7%	8.8%	4.4%
	Widowed	.2%	.2%	.2%
Total		100.0%	100.0%	100.0%

\*\*\*\*Q61\*\*\*\*.

CROSSTABS

/TABLES=Q61a BY PAYGRP RACEGRP Q55

/FORMAT=AVALUE TABLES

/CELLS= COLUMN.

**Q61A I HAVE NO CHILDREN UNDER THE AGE OF 21 CURRENTLY LIVING IN MY HOUSEHOLD \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q61A I HAVE NO CHILDREN UNDER THE AGE OF 21 CURRENTLY LIVING IN MY HOUSEHOLD	1	100.0%	100.0%	100.0%	100.0%
	Total	100.0%	100.0%	100.0%	100.0%

**Q61A I HAVE NO CHILDREN UNDER THE AGE OF 21 CURRENTLY LIVING IN MY HOUSEHOLD \* RACEGRP Crosstabulation**

% within RACEGRP

	RACEGRP		Total
	majority	minority	
Q61A I HAVE NO CHILDREN UNDER THE AGE OF 21 CURRENTLY LIVING IN MY HOUSEHOLD 1	100.0%	100.0%	100.0%
Total	100.0%	100.0%	100.0%

**Q61A I HAVE NO CHILDREN UNDER THE AGE OF 21 CURRENTLY LIVING IN MY HOUSEHOLD \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

	Q55 GENDER		Total
	Male	Female	
Q61A I HAVE NO CHILDREN UNDER THE AGE OF 21 CURRENTLY LIVING IN MY HOUSEHOLD 1	100.0%	100.0%	100.0%
Total	100.0%	100.0%	100.0%

**Q61BR Children under 1 year \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q61BR Children under 1 year	no children	91.3%	85.3%	86.3%	87.0%
	One child	8.4%	13.7%	13.4%	12.2%
	2 or more children	.3%	1.1%	.3%	.8%
Total		100.0%	100.0%	100.0%	100.0%

**Q61BR Children under 1 year \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q61BR Children under 1 year	no children	88.5%	84.2%	87.0%
	One child	11.0%	14.6%	12.2%
	2 or more children	.6%	1.2%	.8%
Total		100.0%	100.0%	100.0%

**Q61BR Children under 1 year \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q61BR Children under 1 year	no children	87.8%	82.2%	87.0%
	One child	11.4%	17.0%	12.2%
	2 or more children	.8%	.8%	.8%
Total		100.0%	100.0%	100.0%

**Q61CR Children 1 to 4 yrs. 11 months \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q61CR Children 1 to 4 yrs. 11 months	no children	90.0%	74.8%	64.0%	78.0%
	One child	7.5%	19.8%	29.0%	17.3%
	2 or more children	2.5%	5.4%	7.1%	4.8%
Total		100.0%	100.0%	100.0%	100.0%

**Q61CR Children 1 to 4 yrs. 11 months \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q61CR Children 1 to 4 yrs. 11 months	no children	80.2%	73.7%	78.0%
	One child	15.6%	20.3%	17.3%
	2 or more children	4.2%	5.9%	4.8%
Total		100.0%	100.0%	100.0%

**Q61CR Children 1 to 4 yrs. 11 months \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q61CR Children 1 to 4 yrs. 11 months	no children	78.3%	75.8%	78.0%
	One child	16.8%	20.2%	17.3%
	2 or more children	4.9%	4.0%	4.8%
Total		100.0%	100.0%	100.0%

**Q61DR Children 5 to 11 yrs. 11 months \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q61DR Children 5 to 11 yrs. 11 months	no children	95.2%	74.2%	43.2%	76.2%
	One child	4.1%	17.4%	35.6%	15.9%
	2 or more children	.7%	8.5%	21.2%	7.8%
Total		100.0%	100.0%	100.0%	100.0%

**Q61DR Children 5 to 11 yrs. 11 months \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q61DR Children	no children	78.1%	72.5%	76.2%
5 to 11 yrs. 11	One child	15.0%	17.8%	15.9%
months	2 or more children	6.8%	9.7%	7.8%
Total		100.0%	100.0%	100.0%

**Q61DR Children 5 to 11 yrs. 11 months \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q61DR Children	no children	76.1%	77.0%	76.2%
5 to 11 yrs. 11	One child	15.9%	16.3%	15.9%
months	2 or more children	8.0%	6.7%	7.8%
Total		100.0%	100.0%	100.0%

**Q61ER Children 12 to 14 yrs. 11 months \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q61ER Children	no children	98.5%	91.2%	49.7%	88.8%
12 to 14 yrs. 11	One child	1.4%	7.5%	39.5%	9.2%
months	2 or more children	.2%	1.4%	10.9%	2.0%
Total		100.0%	100.0%	100.0%	100.0%

**Q61ER Children 12 to 14 yrs. 11 months \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q61ER Children	no children	90.2%	86.2%	88.8%
12 to 14 yrs. 11	One child	7.8%	11.8%	9.2%
months	2 or more children	2.0%	2.1%	2.0%
Total		100.0%	100.0%	100.0%

**Q61ER Children 12 to 14 yrs. 11 months \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q61ER Children	no children	88.6%	89.9%	88.8%
12 to 14 yrs. 11	One child	9.1%	9.4%	9.2%
months	2 or more children	2.2%	.8%	2.0%
Total		100.0%	100.0%	100.0%

**Q61FR Children 15 to 18 yrs. 11 months \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q61FR Children	no children	99.5%	94.3%	54.3%	91.8%
15 to 18 yrs. 11	One child	.4%	4.4%	34.0%	6.2%
months	2 or more children	.2%	1.2%	11.7%	1.9%
Total		100.0%	100.0%	100.0%	100.0%

**Q61FR Children 15 to 18 yrs. 11 months \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q61FR Children	no children	92.1%	91.3%	91.8%
15 to 18 yrs. 11	One child	6.2%	6.3%	6.2%
months	2 or more children	1.7%	2.5%	1.9%
Total		100.0%	100.0%	100.0%

**Q61FR Children 15 to 18 yrs. 11 months \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q61FR Children	no children	91.3%	95.3%	91.9%
15 to 18 yrs. 11	One child	6.5%	4.4%	6.2%
months	2 or more children	2.2%	.3%	1.9%
Total		100.0%	100.0%	100.0%

**Q61GR Children 19 to 20 yrs. 11 months \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q61GR Children	no children	99.5%	98.1%	83.7%	97.5%
19 to 20 yrs. 11	One child	.3%	1.5%	14.3%	2.0%
months	2 or more children	.3%	.4%	2.0%	.5%
Total		100.0%	100.0%	100.0%	100.0%

**Q61GR Children 19 to 20 yrs. 11 months \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q61GR Children	no children	98.2%	96.1%	97.5%
19 to 20 yrs. 11	One child	1.4%	3.3%	2.0%
months	2 or more children	.4%	.6%	.5%
Total		100.0%	100.0%	100.0%

**Q61GR Children 19 to 20 yrs. 11 months \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q61GR Children	no children	97.4%	98.0%	97.5%
19 to 20 yrs. 11 months	One child	2.1%	1.8%	2.0%
	2 or more children	.5%	.2%	.5%
Total		100.0%	100.0%	100.0%

**Q62 HOW MANY CHILDREN DO YOU HAVE IN CHILDCARE AT PRESENT? \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q62 HOW MANY CHILDREN DO YOU HAVE IN CHILDCARE AT PRESENT?	1	81.9%	68.8%	69.3%	70.3%
	2	16.2%	24.9%	22.7%	23.6%
	3	.9%	4.3%	7.4%	4.4%
	4	.9%	1.4%	.6%	1.2%
	5 or more		.6%		.5%
Total		100.0%	100.0%	100.0%	100.0%

**Q62 HOW MANY CHILDREN DO YOU HAVE IN CHILDCARE AT PRESENT? \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q62 HOW MANY CHILDREN DO YOU HAVE IN CHILDCARE AT PRESENT?	1	70.9%	69.6%	70.3%
	2	20.5%	27.4%	23.6%
	3	6.4%	2.0%	4.4%
	4	1.4%	1.0%	1.2%
	5 or more	.9%		.5%
Total		100.0%	100.0%	100.0%

**Q62 HOW MANY CHILDREN DO YOU HAVE IN CHILDCARE AT PRESENT? \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q62 HOW MANY CHILDREN DO YOU HAVE IN CHILDCARE AT PRESENT?	1	69.9%	71.9%	70.3%
	2	24.3%	21.3%	23.6%
	3	4.1%	5.4%	4.4%
	4	1.2%	1.4%	1.2%
	5 or more	.6%		.5%
Total		100.0%	100.0%	100.0%



**Q63A I AM ABLE TO PAY MY BILLS AND MEET MY FINANCIAL OBLIGATIONS WITH THE PAY I RECEIVE \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q63A I AM ABLE TO PAY MY BILLS AND MEET MY FINANCIAL OBLIGATIONS WITH THE PAY I RECEIVE	Agree	60.0%	72.5%	83.8%	71.1%
	Neither agree nor disagree	18.5%	12.6%	8.2%	13.4%
	Disagree	21.5%	14.9%	8.0%	15.5%
Total		100.0%	100.0%	100.0%	100.0%

**Q63A I AM ABLE TO PAY MY BILLS AND MEET MY FINANCIAL OBLIGATIONS WITH THE PAY I RECEIVE \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q63A I AM ABLE TO PAY MY BILLS AND MEET MY FINANCIAL OBLIGATIONS WITH THE PAY I RECEIVE	Agree	72.6%	68.4%	71.1%
	Neither agree nor disagree	13.0%	14.1%	13.4%
	Disagree	14.5%	17.5%	15.5%
Total		100.0%	100.0%	100.0%

**Q63A I AM ABLE TO PAY MY BILLS AND MEET MY FINANCIAL OBLIGATIONS WITH THE PAY I RECEIVE \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q63A I AM ABLE TO PAY MY BILLS AND MEET MY FINANCIAL OBLIGATIONS WITH THE PAY I RECEIVE	Agree	70.8%	72.9%	71.1%
	Neither agree nor disagree	13.6%	11.9%	13.4%
	Disagree	15.6%	15.2%	15.5%
Total		100.0%	100.0%	100.0%

**Q63B I AM COMPENSATED FAIRLY CONSIDERING ALL OF THE PAY, INCENTIVES AND BENEFITS I RECEIVE \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q63B I AM COMPENSATED FAIRLY CONSIDERING ALL OF THE PAY, INCENTIVES AND BENEFITS I RECEIVE	Agree	48.3%	53.2%	64.9%	53.5%
	Neither agree nor disagree	27.0%	19.7%	15.9%	20.9%
	Disagree	24.7%	27.1%	19.2%	25.6%
Total		100.0%	100.0%	100.0%	100.0%

**Q63B I AM COMPENSATED FAIRLY CONSIDERING ALL OF THE PAY, INCENTIVES  
AND BENEFITS I RECEIVE \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q63B I AM COMPENSATED FAIRLY CONSIDERING ALL OF THE PAY, INCENTIVES AND BENEFITS I RECEIVE	Agree	52.0%	56.2%	53.5%
	Neither agree nor disagree	21.4%	20.0%	20.9%
	Disagree	26.6%	23.7%	25.6%
Total		100.0%	100.0%	100.0%

**Q63B I AM COMPENSATED FAIRLY CONSIDERING ALL OF THE PAY, INCENTIVES  
AND BENEFITS I RECEIVE \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q63B I AM COMPENSATED FAIRLY CONSIDERING ALL OF THE PAY, INCENTIVES AND BENEFITS I RECEIVE	Agree	52.9%	57.0%	53.5%
	Neither agree nor disagree	21.3%	18.2%	20.9%
	Disagree	25.7%	24.9%	25.6%
Total		100.0%	100.0%	100.0%

**Q64 DO YOU PARTICIPATE IN A THRIFT SAVINGS PLAN (TSP)? \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q64 DO YOU PARTICIPATE IN A THRIFT SAVINGS PLAN (TSP)?	Yes	62.8%	48.1%	37.7%	50.1%
	No	36.6%	51.9%	62.3%	49.8%
	Don't know, I have not heard about TSP	.6%			.1%
Total		100.0%	100.0%	100.0%	100.0%

**Q64 DO YOU PARTICIPATE IN A THRIFT SAVINGS PLAN (TSP)? \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q64 DO YOU PARTICIPATE IN A THRIFT SAVINGS PLAN (TSP)?	Yes	49.8%	50.6%	50.1%
	No	50.1%	49.1%	49.8%
	Don't know, I have not heard about TSP	.0%	.3%	.1%
Total		100.0%	100.0%	100.0%

**Q64 DO YOU PARTICIPATE IN A THRIFT SAVINGS PLAN (TSP)? \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q64 DO YOU PARTICIPATE IN A THRIFT SAVINGS PLAN (TSP)?	Yes	49.8%	52.1%	50.1%
	No	50.1%	47.8%	49.8%
	Don't know, I have not heard about TSP	.1%	.1%	.1%
Total		100.0%	100.0%	100.0%

**Q65 CONSIDERING EVERYTHING, HOW SATISFIED ARE YOU WITH THE NAVY \* PAYGRP Crosstabulation**

% within PAYGRP

		PAYGRP			Total
		E-2 to E-3	E-4 to E-6	E-7 to E-9	
Q65 CONSIDERING EVERYTHING, HOW SATISFIED ARE YOU WITH THE NAVY	Satisfied	48.6%	61.7%	86.3%	61.8%
	Neither satisfied nor dissatisfied	21.0%	18.2%	7.4%	17.5%
	Dissatisfied	30.4%	20.1%	6.3%	20.7%
Total		100.0%	100.0%	100.0%	100.0%

**Q65 CONSIDERING EVERYTHING, HOW SATISFIED ARE YOU WITH THE NAVY \* RACEGRP Crosstabulation**

% within RACEGRP

		RACEGRP		Total
		majority	minority	
Q65 CONSIDERING EVERYTHING, HOW SATISFIED ARE YOU WITH THE NAVY	Satisfied	60.9%	63.2%	61.8%
	Neither satisfied nor dissatisfied	16.8%	18.8%	17.5%
	Dissatisfied	22.2%	18.0%	20.7%
Total		100.0%	100.0%	100.0%

**Q65 CONSIDERING EVERYTHING, HOW SATISFIED ARE YOU WITH THE NAVY \* Q55 GENDER Crosstabulation**

% within Q55 GENDER

		Q55 GENDER		Total
		Male	Female	
Q65 CONSIDERING EVERYTHING, HOW SATISFIED ARE YOU WITH THE NAVY	Satisfied	62.0%	60.1%	61.8%
	Neither satisfied nor dissatisfied	17.4%	18.1%	17.5%
	Dissatisfied	20.5%	21.8%	20.7%
Total		100.0%	100.0%	100.0%

**Q1. IN THE PAST 12 MONTHS, HOW MANY HOURS DID YOU WORK IN A TYPICAL WEEK? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q1. IN THE PAST 12 MONTHS, HOW MANY HOURS DID YOU WORK IN A TYPICAL WEEK?	40 hours or less	12.4%	9.4%	2.9%	6.3%
	41-50 hours	28.6%	30.0%	29.6%	29.8%
	51-60 hours	26.5%	29.2%	37.2%	33.0%
	61-70 hours	16.4%	16.2%	16.5%	16.4%
	71-80 hours	7.0%	8.1%	8.6%	8.4%
	81 or more hours	9.0%	7.1%	5.2%	6.2%
Total		100.0%	100.0%	100.0%	100.0%

**Q1. IN THE PAST 12 MONTHS, HOW MANY HOURS DID YOU WORK IN A TYPICAL WEEK? \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q1. IN THE PAST 12 MONTHS, HOW MANY HOURS DID YOU WORK IN A TYPICAL WEEK?	40 hours or less	6.2%	7.0%	6.3%
	41-50 hours	29.2%	32.8%	29.8%
	51-60 hours	33.9%	28.4%	33.0%
	61-70 hours	16.9%	13.3%	16.4%
	71-80 hours	8.3%	8.7%	8.4%
	81 or more hours	5.5%	9.8%	6.2%
Total		100.0%	100.0%	100.0%

**Q1. IN THE PAST 12 MONTHS, HOW MANY HOURS DID YOU WORK IN A TYPICAL WEEK? \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q1. IN THE PAST 12 MONTHS, HOW MANY HOURS DID YOU WORK IN A TYPICAL WEEK?	40 hours or less	6.5%	5.1%	6.3%
	41-50 hours	28.8%	35.7%	29.8%
	51-60 hours	33.0%	33.2%	33.0%
	61-70 hours	17.4%	9.9%	16.4%
	71-80 hours	8.0%	10.6%	8.4%
	81 or more hours	6.4%	5.5%	6.2%
Total		100.0%	100.0%	100.0%

**Q2. DO YOU HAVE INTERNET ACCESS AT YOUR NAVY JOB? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q2. DO YOU HAVE INTERNET ACCESS AT YOUR NAVY JOB?	Yes, I have access at my own computer workstation	70.8%	62.5%	87.8%	75.0%
	Yes, I have access at a computer workstation I share with ot	26.9%	35.5%	11.3%	23.6%
	No	2.3%	1.9%	.9%	1.4%
	Don't know		.1%		.1%
Total		100.0%	100.0%	100.0%	100.0%

**Q2. DO YOU HAVE INTERNET ACCESS AT YOUR NAVY JOB? \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q2. DO YOU HAVE INTERNET ACCESS AT YOUR NAVY JOB?	Yes, I have access at my own computer workstation	75.9%	70.2%	75.0%
	Yes, I have access at a computer workstation I share with ot	22.8%	27.3%	23.6%
	No	1.3%	2.1%	1.4%
	Don't know		.4%	.1%
Total		100.0%	100.0%	100.0%

**Q2. DO YOU HAVE INTERNET ACCESS AT YOUR NAVY JOB? \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q2. DO YOU HAVE INTERNET ACCESS AT YOUR NAVY JOB?	Yes, I have access at my own computer workstation	74.6%	77.1%	75.0%
	Yes, I have access at a computer workstation I share with ot	23.8%	22.4%	23.6%
	No	1.6%	.5%	1.4%
	Don't know	.1%		.1%
Total		100.0%	100.0%	100.0%

**Q3. HOW ACCESSIBLE IS THE WORLD WIDE WEB? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q3. HOW ACCESSIBLE IS THE WORLD WIDE WEB?	Constant - WWW is always or nearly always available to me	69.9%	71.6%	81.3%	76.3%
	Intermittent - the WWW is sometimes available, but not alway	30.1%	26.9%	18.1%	22.7%
	Rarely - the WWW is almost never or rarely available to use		1.5%	.5%	1.0%
Total		100.0%	100.0%	100.0%	100.0%

**Q3. HOW ACCESSIBLE IS THE WORLD WIDE WEB? \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q3. HOW ACCESSIBLE IS THE WORLD WIDE WEB?	Constant - WWW is always or nearly always available to me	76.9%	72.9%	76.3%
	Intermittent - the WWW is sometimes available, but not alway	22.0%	26.7%	22.7%
	Rarely - the WWW is almost never or rarely available to use	1.1%	.4%	1.0%
Total		100.0%	100.0%	100.0%

**Q3. HOW ACCESSIBLE IS THE WORLD WIDE WEB? \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q3. HOW ACCESSIBLE IS THE WORLD WIDE WEB?	Constant - WWW is always or nearly always available to me	75.9%	78.5%	76.3%
	Intermittent - the WWW is sometimes available, but not alway	23.0%	21.1%	22.7%
	Rarely - the WWW is almost never or rarely available to use	1.1%	.5%	1.0%
Total		100.0%	100.0%	100.0%

**Q4. HOW OFTEN ARE YOU ABLE TO ACCESS THE WORLD WIDE WEB? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q4. HOW OFTEN ARE YOU ABLE TO ACCESS THE WORLD WIDE WEB?	At any time I want - I work at or have easy access to a comp	80.7%	78.7%	87.7%	83.2%
	Sometimes - I don't have immediate access, but I can get acc	19.3%	18.8%	11.5%	15.3%
	Rarely - I don't work at or have easy access to a computer c		2.5%	.7%	1.6%
Total		100.0%	100.0%	100.0%	100.0%

**Q4. HOW OFTEN ARE YOU ABLE TO ACCESS THE WORLD WIDE WEB? \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q4. HOW OFTEN ARE YOU ABLE TO ACCESS THE WORLD WIDE WEB?	At any time I want - I work at or have easy access to a comp	83.8%	79.4%	83.2%
	Sometimes - I don't have immediate access, but I can get acc	14.6%	18.9%	15.3%
	Rarely - I don't work at or have easy access to a computer c	1.5%	1.7%	1.6%
Total		100.0%	100.0%	100.0%

**Q4. HOW OFTEN ARE YOU ABLE TO ACCESS THE WORLD WIDE WEB? \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q4. HOW OFTEN ARE YOU ABLE TO ACCESS THE WORLD WIDE WEB?	At any time I want - I work at or have easy access to a comp	82.6%	86.7%	83.2%
	Sometimes - I don't have immediate access, but I can get acc	15.9%	11.6%	15.3%
	Rarely - I don't work at or have easy access to a computer c	1.5%	1.7%	1.6%
Total		100.0%	100.0%	100.0%

**Q5. HAVE YOU USED/VIEWED NAVY KNOWLEDGE ONLINE? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q5. HAVE YOU USED/VIEWED NAVY KNOWLEDGE ONLINE?	Yes	90.6%	79.4%	86.0%	82.9%
	No	9.4%	20.6%	14.0%	17.1%
Total		100.0%	100.0%	100.0%	100.0%

**Q5. HAVE YOU USED/VIEWED NAVY KNOWLEDGE ONLINE? \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q5. HAVE YOU USED/VIEWED NAVY KNOWLEDGE ONLINE?	Yes	81.6%	89.6%	82.9%
	No	18.4%	10.4%	17.1%
Total		100.0%	100.0%	100.0%

**Q5. HAVE YOU USED/VIEWED NAVY KNOWLEDGE ONLINE? \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q5. HAVE YOU USED/VIEWED NAVY KNOWLEDGE ONLINE?	Yes	82.1%	87.2%	82.9%
	No	17.9%	12.8%	17.1%
Total		100.0%	100.0%	100.0%

**Q6. HOW OFTEN DO YOU USE NKO? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q6. HOW OFTEN DO YOU USE NKO?	Have only accessed it once or twice	46.2%	43.7%	45.3%	44.6%
	Only use when I can't find information elsewhere or only whe	39.0%	38.8%	34.3%	36.5%
	Once a week	5.1%	14.6%	15.1%	14.6%
	Several times a week	7.5%	3.0%	5.1%	4.2%
	Daily	2.3%		.2%	.2%
Total		100.0%	100.0%	100.0%	100.0%



**Q6. HOW OFTEN DO YOU USE NKO? \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q6. HOW OFTEN DO YOU USE NKO?	Have only accessed it once or twice	46.0%	37.8%	44.6%
	Only use when I can't find information elsewhere or only whe	36.0%	39.0%	36.5%
	Once a week	14.2%	16.5%	14.6%
	Several times a week	3.7%	6.4%	4.2%
	Daily	.1%	.4%	.2%
Total		100.0%	100.0%	100.0%

**Q6. HOW OFTEN DO YOU USE NKO? \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q6. HOW OFTEN DO YOU USE NKO?	Have only accessed it once or twice	44.5%	44.7%	44.6%
	Only use when I can't find information elsewhere or only whe	37.5%	30.9%	36.5%
	Once a week	14.0%	18.1%	14.6%
	Several times a week	3.8%	6.3%	4.2%
	Daily	.2%	.2%	.2%
Total		100.0%	100.0%	100.0%

**Q7. HOW EASY IS IT TO FIND INFORMATION YOU ARE LOOKING FOR ON NKO? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q7. HOW EASY IS IT TO FIND INFORMATION YOU ARE LOOKING FOR ON NKO?	Very easy	12.8%	3.0%	2.1%	2.8%
	Easy	24.6%	21.9%	22.6%	22.3%
	Neither easy nor difficult	38.7%	43.9%	46.5%	45.1%
	Difficult	23.9%	25.0%	25.4%	25.2%
	Very difficult		6.1%	3.4%	4.6%
Total		100.0%	100.0%	100.0%	100.0%

**Q7. HOW EASY IS IT TO FIND INFORMATION YOU ARE LOOKING FOR ON NKO? \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q7. HOW EASY IS IT TO FIND INFORMATION YOU ARE LOOKING FOR ON NKO?	Very easy	2.5%	4.4%	2.8%
	Easy	22.4%	21.8%	22.3%
	Neither easy nor difficult	45.9%	41.0%	45.1%
	Difficult	24.6%	27.9%	25.2%
	Very difficult	4.5%	4.8%	4.6%
Total		100.0%	100.0%	100.0%

**Q7. HOW EASY IS IT TO FIND INFORMATION YOU ARE LOOKING FOR ON NKO? \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q7. HOW EASY IS IT TO FIND INFORMATION YOU ARE LOOKING FOR ON NKO?	Very easy	2.6%	3.9%	2.8%
	Easy	24.2%	12.0%	22.3%
	Neither easy nor difficult	45.0%	45.3%	45.1%
	Difficult	23.3%	35.6%	25.2%
	Very difficult	4.8%	3.3%	4.6%
Total		100.0%	100.0%	100.0%

**Q8a. MY COMMAND HAS AN ADEQUATE NUMBER OF PERSONNEL \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q8a. MY COMMAND HAS AN ADEQUATE NUMBER OF PERSONNEL	Agree	69.6%	82.0%	77.5%	79.5%
	Neither agree nor disagree	11.0%	6.6%	9.0%	7.9%
	Disagree	19.4%	11.5%	13.3%	12.6%
	Don't know			.1%	.1%
Total		100.0%	100.0%	100.0%	100.0%

**Q8a. MY COMMAND HAS AN ADEQUATE NUMBER OF PERSONNEL \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q8a. MY COMMAND HAS AN ADEQUATE NUMBER OF PERSONNEL	Agree	80.5%	74.4%	79.5%
	Neither agree nor disagree	7.8%	8.3%	7.9%
	Disagree	11.7%	16.8%	12.6%
	Don't know		.4%	.1%
Total		100.0%	100.0%	100.0%

**Q8a. MY COMMAND HAS AN ADEQUATE NUMBER OF PERSONNEL \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q8a. MY COMMAND HAS AN ADEQUATE NUMBER OF PERSONNEL	Agree	80.0%	76.4%	79.5%
	Neither agree nor disagree	7.8%	8.0%	7.9%
	Disagree	12.1%	15.6%	12.6%
	Don't know	.1%		.1%
Total		100.0%	100.0%	100.0%

**Q8b. MY COMMAND HAS ADEQUATE TOOLS \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q8b. MY COMMAND HAS ADEQUATE TOOLS	Agree	72.7%	74.3%	73.0%	73.6%
	Neither agree nor disagree	9.8%	11.2%	12.5%	11.8%
	Disagree	17.6%	14.2%	14.4%	14.4%
	Don't know		.3%	.1%	.2%
Total		100.0%	100.0%	100.0%	100.0%

**Q8b. MY COMMAND HAS ADEQUATE TOOLS \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q8b. MY COMMAND HAS ADEQUATE TOOLS	Agree	73.8%	72.9%	73.6%
	Neither agree nor disagree	11.9%	11.2%	11.8%
	Disagree	14.2%	15.4%	14.4%
	Don't know	.2%	.5%	.2%
Total		100.0%	100.0%	100.0%

**Q8b. MY COMMAND HAS ADEQUATE TOOLS \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q8b. MY COMMAND HAS ADEQUATE TOOLS	Agree	74.0%	71.4%	73.6%
	Neither agree nor disagree	11.8%	11.9%	11.8%
	Disagree	14.2%	15.2%	14.4%
	Don't know		1.4%	.2%
Total		100.0%	100.0%	100.0%

**Q8c. MY COMMAND HAS ADEQUATE SPARE PARTS AND/OR SUPPLIES \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q8c. MY COMMAND HAS ADEQUATE SPARE PARTS AND/OR SUPPLIES	Agree	47.5%	59.4%	60.7%	59.8%
	Neither agree nor disagree	19.7%	17.5%	19.2%	18.4%
	Disagree	32.5%	20.4%	17.6%	19.3%
	Don't know	.3%	2.7%	2.5%	2.6%
Total		100.0%	100.0%	100.0%	100.0%

**Q8c. MY COMMAND HAS ADEQUATE SPARE PARTS AND/OR SUPPLIES \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q8c. MY COMMAND HAS ADEQUATE SPARE PARTS AND/OR SUPPLIES	Agree	59.8%	59.8%	59.8%
	Neither agree nor disagree	18.7%	16.3%	18.4%
	Disagree	19.2%	20.0%	19.3%
	Don't know	2.3%	3.9%	2.6%
Total		100.0%	100.0%	100.0%

**Q8c. MY COMMAND HAS ADEQUATE SPARE PARTS AND/OR SUPPLIES \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q8c. MY COMMAND HAS ADEQUATE SPARE PARTS AND/OR SUPPLIES	Agree	59.9%	58.8%	59.8%
	Neither agree nor disagree	18.1%	19.9%	18.4%
	Disagree	19.2%	19.8%	19.3%
	Don't know	2.8%	1.5%	2.6%
Total		100.0%	100.0%	100.0%

**Q8d. MY COMMAND HAS ADEQUATE NAVY SUPPORT SERVICES \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q8d. MY COMMAND HAS ADEQUATE NAVY SUPPORT SERVICES	Agree	69.4%	68.0%	66.3%	67.2%
	Neither agree nor disagree	16.6%	13.6%	15.8%	14.7%
	Disagree	14.0%	17.6%	17.0%	17.2%
	Don't know		.8%	.9%	.9%
Total		100.0%	100.0%	100.0%	100.0%

**Q8d. MY COMMAND HAS ADEQUATE NAVY SUPPORT SERVICES \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q8d. MY COMMAND HAS ADEQUATE NAVY SUPPORT SERVICES	Agree	67.8%	63.9%	67.2%
	Neither agree nor disagree	15.1%	12.6%	14.7%
	Disagree	16.4%	21.2%	17.2%
	Don't know	.6%	2.2%	.9%
Total		100.0%	100.0%	100.0%

**Q8d. MY COMMAND HAS ADEQUATE NAVY SUPPORT SERVICES \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q8d. MY COMMAND HAS ADEQUATE NAVY SUPPORT SERVICES	Agree	67.4%	65.8%	67.2%
	Neither agree nor disagree	15.6%	9.4%	14.7%
	Disagree	16.3%	22.3%	17.2%
	Don't know	.6%	2.4%	.9%
Total		100.0%	100.0%	100.0%

**Q9. HOW WOULD YOU RATE OVERALL MORALE AT YOUR PRESENT COMMAND? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q9. HOW WOULD YOU RATE OVERALL MORALE AT YOUR PRESENT COMMAND?	High	44.2%	46.1%	53.7%	49.8%
	Medium	49.7%	40.7%	36.0%	38.6%
	Low	6.1%	13.2%	10.3%	11.6%
Total		100.0%	100.0%	100.0%	100.0%

**Q9. HOW WOULD YOU RATE OVERALL MORALE AT YOUR PRESENT COMMAND? \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q9. HOW WOULD YOU RATE OVERALL MORALE AT YOUR PRESENT COMMAND?	High	49.5%	51.0%	49.8%
	Medium	39.8%	32.6%	38.6%
	Low	10.7%	16.4%	11.6%
Total		100.0%	100.0%	100.0%

**Q9. HOW WOULD YOU RATE OVERALL MORALE AT YOUR PRESENT COMMAND? \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q9. HOW WOULD YOU RATE OVERALL MORALE AT YOUR PRESENT COMMAND?	High	52.2%	35.5%	49.8%
	Medium	38.5%	39.5%	38.6%
	Low	9.4%	25.0%	11.6%
Total		100.0%	100.0%	100.0%

**Q10a. ADVANCEMENT/PROMOTION OPPORTUNITIES \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q10a. ADVANCEMENT/PROMOTION OPPORTUNITIES	Positive effect	73.2%	58.0%	53.7%	56.3%
	No effect	16.3%	25.0%	18.2%	21.5%
	Negative effect	7.0%	12.4%	25.6%	18.6%
	Don't know	3.4%	4.6%	2.6%	3.6%
Total		100.0%	100.0%	100.0%	100.0%

**Q10a. ADVANCEMENT/PROMOTION OPPORTUNITIES \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q10a. ADVANCEMENT/PROMOTION OPPORTUNITIES	Positive effect	55.4%	61.6%	56.3%
	No effect	21.9%	19.5%	21.5%
	Negative effect	19.0%	16.3%	18.6%
	Don't know	3.8%	2.6%	3.6%
Total		100.0%	100.0%	100.0%

**Q10a. ADVANCEMENT/PROMOTION OPPORTUNITIES \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q10a. ADVANCEMENT/PROMOTION OPPORTUNITIES	Positive effect	56.4%	55.9%	56.3%
	No effect	21.7%	20.4%	21.5%
	Negative effect	18.6%	18.2%	18.6%
	Don't know	3.3%	5.6%	3.6%
Total		100.0%	100.0%	100.0%

**Q10b. PERFORMANCE EVALUATION SYSTEM \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q10b. PERFORMANCE EVALUATION SYSTEM	Positive effect	71.2%	50.9%	48.5%	50.3%
	No effect	18.6%	26.7%	28.0%	27.1%
	Negative effect	6.8%	17.5%	19.0%	18.0%
	Don't know	3.4%	4.8%	4.6%	4.7%
Total		100.0%	100.0%	100.0%	100.0%

**Q10b. PERFORMANCE EVALUATION SYSTEM \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q10b. PERFORMANCE EVALUATION SYSTEM	Positive effect	49.1%	56.6%	50.3%
	No effect	27.7%	24.0%	27.1%
	Negative effect	18.4%	15.5%	18.0%
	Don't know	4.8%	3.9%	4.7%
Total		100.0%	100.0%	100.0%

**Q10b. PERFORMANCE EVALUATION SYSTEM \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q10b. PERFORMANCE EVALUATION SYSTEM	Positive effect	51.0%	45.6%	50.3%
	No effect	27.9%	22.7%	27.1%
	Negative effect	16.6%	26.3%	18.0%
	Don't know	4.5%	5.4%	4.7%
Total		100.0%	100.0%	100.0%

**Q10c. SUPPLY OF SPARE PARTS/SUPPLIES \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q10c. SUPPLY OF SPARE PARTS/SUPPLIES	Positive effect	20.6%	26.0%	24.1%	24.9%
	No effect	45.5%	41.7%	42.6%	42.2%
	Negative effect	31.4%	26.1%	25.7%	26.1%
	Don't know	2.6%	6.2%	7.6%	6.8%
Total		100.0%	100.0%	100.0%	100.0%

**Q10c. SUPPLY OF SPARE PARTS/SUPPLIES \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q10c. SUPPLY OF SPARE PARTS/SUPPLIES	Positive effect	23.0%	34.8%	24.9%
	No effect	43.9%	33.5%	42.2%
	Negative effect	26.3%	25.0%	26.1%
	Don't know	6.8%	6.7%	6.8%
Total		100.0%	100.0%	100.0%

**Q10c. SUPPLY OF SPARE PARTS/SUPPLIES \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q10c. SUPPLY OF SPARE PARTS/SUPPLIES	Positive effect	24.6%	27.0%	24.9%
	No effect	42.6%	39.8%	42.2%
	Negative effect	26.0%	26.3%	26.1%
	Don't know	6.7%	6.9%	6.8%
Total		100.0%	100.0%	100.0%

**Q10d. QUALITY OF NAVY TRAINING PROGRAMS \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q10d. QUALITY OF NAVY TRAINING PROGRAMS	Positive effect	39.5%	48.5%	46.1%	47.1%
	No effect	34.6%	32.8%	36.7%	34.7%
	Negative effect	23.6%	13.8%	12.4%	13.4%
	Don't know	2.3%	4.8%	4.8%	4.7%
Total		100.0%	100.0%	100.0%	100.0%

**Q10d. QUALITY OF NAVY TRAINING PROGRAMS \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q10d. QUALITY OF NAVY TRAINING PROGRAMS	Positive effect	46.7%	49.4%	47.1%
	No effect	36.0%	28.2%	34.7%
	Negative effect	12.9%	16.0%	13.4%
	Don't know	4.4%	6.5%	4.7%
Total		100.0%	100.0%	100.0%



**Q10d. QUALITY OF NAVY TRAINING PROGRAMS \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q10d. QUALITY OF NAVY TRAINING PROGRAMS	Positive effect	46.6%	50.2%	47.1%
	No effect	35.2%	31.8%	34.7%
	Negative effect	13.4%	13.5%	13.4%
	Don't know	4.8%	4.5%	4.7%
Total		100.0%	100.0%	100.0%

**Q10e. QUALITY OF EDUCATION PROGRAMS \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q10e. QUALITY OF EDUCATION PROGRAMS	Positive effect	47.3%	61.1%	61.3%	60.9%
	No effect	34.7%	26.5%	28.9%	27.9%
	Negative effect	15.9%	7.6%	5.4%	6.8%
	Don't know	2.1%	4.7%	4.3%	4.5%
Total		100.0%	100.0%	100.0%	100.0%

**Q10e. QUALITY OF EDUCATION PROGRAMS \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q10e. QUALITY OF EDUCATION PROGRAMS	Positive effect	60.6%	62.7%	60.9%
	No effect	29.1%	21.4%	27.9%
	Negative effect	6.0%	10.9%	6.8%
	Don't know	4.4%	5.0%	4.5%
Total		100.0%	100.0%	100.0%

**Q10e. QUALITY OF EDUCATION PROGRAMS \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q10e. QUALITY OF EDUCATION PROGRAMS	Positive effect	61.1%	59.6%	60.9%
	No effect	28.2%	25.9%	27.9%
	Negative effect	6.4%	9.0%	6.8%
	Don't know	4.3%	5.4%	4.5%
Total		100.0%	100.0%	100.0%

**Q10f. CO-WORKERS/SHIPMATES \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q10f. CO-WORKERS/SHIPMATES	Positive effect	80.2%	82.1%	88.9%	85.3%
	No effect	17.5%	7.8%	6.5%	7.4%
	Negative effect	2.3%	8.8%	4.1%	6.3%
	Don't know		1.4%	.5%	.9%
Total		100.0%	100.0%	100.0%	100.0%

**Q10f. CO-WORKERS/SHIPMATES \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q10f. CO-WORKERS/SHIPMATES	Positive effect	86.4%	79.8%	85.3%
	No effect	7.4%	7.7%	7.4%
	Negative effect	5.5%	10.7%	6.3%
	Don't know	.8%	1.7%	.9%
Total		100.0%	100.0%	100.0%

**Q10f. CO-WORKERS/SHIPMATES \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q10f. CO-WORKERS/SHIPMATES	Positive effect	85.8%	82.4%	85.3%
	No effect	7.7%	5.9%	7.4%
	Negative effect	5.5%	11.3%	6.3%
	Don't know	1.0%	.5%	.9%
Total		100.0%	100.0%	100.0%

**Q10g. IMMEDIATE SUPERVISOR \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q10g. IMMEDIATE SUPERVISOR	Positive effect	80.3%	71.8%	76.1%	74.1%
	No effect	14.6%	14.0%	10.9%	12.5%
	Negative effect	5.1%	13.2%	12.5%	12.7%
	Don't know		1.0%	.5%	.7%
Total		100.0%	100.0%	100.0%	100.0%

**Q10g. IMMEDIATE SUPERVISOR \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q10g. IMMEDIATE SUPERVISOR	Positive effect	75.2%	68.3%	74.1%
	No effect	12.1%	14.9%	12.5%
	Negative effect	11.9%	16.8%	12.7%
	Don't know	.9%		.7%
Total		100.0%	100.0%	100.0%

**Q10g. IMMEDIATE SUPERVISOR \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q10g. IMMEDIATE SUPERVISOR	Positive effect	75.7%	64.1%	74.1%
	No effect	12.6%	11.7%	12.5%
	Negative effect	10.7%	24.2%	12.7%
	Don't know	.9%		.7%
Total		100.0%	100.0%	100.0%

**Q10h. COMMAND LEADERSHIP \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q10h. COMMAND LEADERSHIP	Positive effect	66.8%	67.4%	70.5%	68.9%
	No effect	30.4%	12.2%	11.6%	12.4%
	Negative effect	2.7%	19.7%	17.4%	18.1%
	Don't know		.7%	.5%	.6%
Total		100.0%	100.0%	100.0%	100.0%

**Q10h. COMMAND LEADERSHIP \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q10h. COMMAND LEADERSHIP	Positive effect	69.7%	64.8%	68.9%
	No effect	11.8%	15.1%	12.4%
	Negative effect	17.8%	19.6%	18.1%
	Don't know	.6%	.5%	.6%
Total		100.0%	100.0%	100.0%

**Q10h. COMMAND LEADERSHIP \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q10h. COMMAND LEADERSHIP	Positive effect	71.4%	54.2%	68.9%
	No effect	12.2%	13.3%	12.4%
	Negative effect	15.8%	32.0%	18.1%
	Don't know	.6%	.5%	.6%
Total		100.0%	100.0%	100.0%

**Q10i. PACE OF WORK \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q10i. PACE OF WORK	Positive effect	41.3%	41.5%	44.1%	42.7%
	No effect	27.5%	22.1%	20.5%	21.4%
	Negative effect	31.2%	35.4%	34.8%	35.0%
	Don't know		1.1%	.7%	.9%
Total		100.0%	100.0%	100.0%	100.0%

**Q10i. PACE OF WORK \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q10i. PACE OF WORK	Positive effect	42.2%	45.4%	42.7%
	No effect	21.7%	19.9%	21.4%
	Negative effect	35.2%	33.8%	35.0%
	Don't know	.8%	.9%	.9%
Total		100.0%	100.0%	100.0%

**Q10i. PACE OF WORK \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q10i. PACE OF WORK	Positive effect	43.2%	40.0%	42.7%
	No effect	21.9%	19.0%	21.4%
	Negative effect	34.1%	40.5%	35.0%
	Don't know	.9%	.5%	.9%
Total		100.0%	100.0%	100.0%

**Q10j. WORKLOAD \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q10j. WORKLOAD	Positive effect	31.9%	33.7%	38.8%	36.1%
	No effect	34.3%	24.0%	21.6%	23.1%
	Negative effect	33.8%	41.0%	39.2%	39.9%
	Don't know		1.3%	.4%	.8%
Total		100.0%	100.0%	100.0%	100.0%

**Q10j. WORKLOAD \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q10j. WORKLOAD	Positive effect	35.0%	42.2%	36.1%
	No effect	23.7%	20.3%	23.1%
	Negative effect	40.5%	37.1%	39.9%
	Don't know	.9%	.4%	.8%
Total		100.0%	100.0%	100.0%

**Q10j. WORKLOAD \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q10j. WORKLOAD	Positive effect	36.2%	35.5%	36.1%
	No effect	24.2%	17.0%	23.1%
	Negative effect	38.8%	47.1%	39.9%
	Don't know	.8%	.5%	.8%
Total		100.0%	100.0%	100.0%

**Q10k. UNIT/WORKGROUP MANNING \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q10k. UNIT/WORKGROUP MANNING	Positive effect	37.1%	33.3%	36.4%	34.9%
	No effect	26.0%	25.2%	22.4%	23.9%
	Negative effect	36.9%	39.2%	40.3%	39.7%
	Don't know		2.3%	.8%	1.5%
Total		100.0%	100.0%	100.0%	100.0%

**Q10k. UNIT/WORKGROUP MANNING \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q10k. UNIT/WORKGROUP MANNING	Positive effect	34.8%	35.3%	34.9%
	No effect	24.2%	22.4%	23.9%
	Negative effect	39.6%	40.2%	39.7%
	Don't know	1.4%	2.1%	1.5%
Total		100.0%	100.0%	100.0%

**Q10k. UNIT/WORKGROUP MANNING \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q10k. UNIT/WORKGROUP MANNING	Positive effect	34.4%	37.7%	34.9%
	No effect	24.8%	18.6%	23.9%
	Negative effect	39.2%	42.7%	39.7%
	Don't know	1.6%	1.0%	1.5%
Total		100.0%	100.0%	100.0%

**Q10l. PAY/BONUSES/OTHER COMPENSATION \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q10l. PAY/BONUSES/OTHER COMPENSATION	Positive effect	47.8%	51.7%	53.4%	52.4%
	No effect	35.2%	33.2%	32.7%	33.0%
	Negative effect	11.5%	10.8%	11.8%	11.3%
	Don't know	5.5%	4.3%	2.1%	3.3%
Total		100.0%	100.0%	100.0%	100.0%

**Q10l. PAY/BONUSES/OTHER COMPENSATION \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q10l. PAY/BONUSES/OTHER COMPENSATION	Positive effect	51.9%	55.2%	52.4%
	No effect	33.5%	30.5%	33.0%
	Negative effect	11.6%	9.7%	11.3%
	Don't know	3.0%	4.6%	3.3%
Total		100.0%	100.0%	100.0%

**Q10l. PAY/BONUSES/OTHER COMPENSATION \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q10l. PAY/BONUSES/OTHER COMPENSATION	Positive effect	53.4%	46.5%	52.4%
	No effect	32.6%	35.7%	33.0%
	Negative effect	11.2%	11.9%	11.3%
	Don't know	2.8%	5.8%	3.2%
Total		100.0%	100.0%	100.0%

**Q10m. AMOUNT OF TIME OFF \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q10m. AMOUNT OF TIME OFF	Positive effect	53.9%	56.3%	58.8%	57.4%
	No effect	25.9%	16.0%	20.7%	18.5%
	Negative effect	20.2%	26.8%	20.0%	23.3%
	Don't know		.9%	.5%	.7%
Total		100.0%	100.0%	100.0%	100.0%

**Q10m. AMOUNT OF TIME OFF \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q10m. AMOUNT OF TIME OFF	Positive effect	57.6%	56.3%	57.4%
	No effect	18.3%	19.4%	18.5%
	Negative effect	23.3%	23.9%	23.3%
	Don't know	.8%	.4%	.7%
Total		100.0%	100.0%	100.0%

**Q10m. AMOUNT OF TIME OFF \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q10m. AMOUNT OF TIME OFF	Positive effect	57.7%	55.9%	57.4%
	No effect	18.9%	16.0%	18.5%
	Negative effect	22.6%	28.2%	23.3%
	Don't know	.8%		.7%
Total		100.0%	100.0%	100.0%

**Q10n. NAVY SUPPORT SERVICES \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q10n. NAVY SUPPORT SERVICES	Positive effect	52.0%	45.2%	43.3%	44.5%
	No effect	29.8%	33.8%	35.3%	34.5%
	Negative effect	15.9%	18.0%	18.4%	18.2%
	Don't know	2.3%	2.9%	2.9%	2.9%
Total		100.0%	100.0%	100.0%	100.0%

**Q10n. NAVY SUPPORT SERVICES \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q10n. NAVY SUPPORT SERVICES	Positive effect	43.7%	48.3%	44.5%
	No effect	36.1%	25.6%	34.5%
	Negative effect	17.2%	23.5%	18.2%
	Don't know	2.9%	2.6%	2.9%
Total		100.0%	100.0%	100.0%

**Q10n. NAVY SUPPORT SERVICES \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q10n. NAVY SUPPORT SERVICES	Positive effect	43.9%	48.0%	44.5%
	No effect	35.6%	27.3%	34.5%
	Negative effect	17.7%	21.3%	18.2%
	Don't know	2.8%	3.4%	2.9%
Total		100.0%	100.0%	100.0%

**Q10o. TEMPO \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q10o. TEMPO	Positive effect	27.1%	22.6%	28.5%	25.6%
	No effect	39.5%	39.3%	38.8%	39.0%
	Negative effect	30.0%	32.5%	29.8%	31.2%
	Don't know	3.4%	5.6%	2.9%	4.2%
Total		100.0%	100.0%	100.0%	100.0%



**Q10o. TEMPO \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q10o.	Positive effect	24.8%	29.4%	25.6%
TEMPO	No effect	39.3%	37.5%	39.0%
	Negative effect	31.3%	30.3%	31.2%
	Don't know	4.5%	2.7%	4.2%
Total		100.0%	100.0%	100.0%

**Q10o. TEMPO \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q10o.	Positive effect	25.3%	27.2%	25.6%
TEMPO	No effect	39.4%	36.9%	39.0%
	Negative effect	31.7%	27.9%	31.2%
	Don't know	3.6%	8.0%	4.2%
Total		100.0%	100.0%	100.0%

**Q10p. PERFORMANCE OF CREW/WORK TEAM/SHIP ON EXERCISES \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q10p. PERFORMANCE	Positive effect	53.7%	61.3%	60.2%	60.6%
OF CREW/WORK	No effect	35.2%	28.2%	29.6%	29.0%
TEAM/SHIP ON	Negative effect	2.6%	5.5%	3.0%	4.2%
EXERCISES	Don't know	8.5%	5.0%	7.2%	6.2%
Total		100.0%	100.0%	100.0%	100.0%

**Q10p. PERFORMANCE OF CREW/WORK TEAM/SHIP ON EXERCISES \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q10p. PERFORMANCE	Positive effect	61.2%	57.1%	60.6%
OF CREW/WORK	No effect	28.6%	31.5%	29.0%
TEAM/SHIP ON	Negative effect	3.4%	8.3%	4.2%
EXERCISES	Don't know	6.8%	3.1%	6.2%
Total		100.0%	100.0%	100.0%

**Q10p. PERFORMANCE OF CREW/WORK TEAM/SHIP ON EXERCISES \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q10p. PERFORMANCE OF CREW/WORK TEAM/SHIP ON EXERCISES	Positive effect	60.8%	59.2%	60.6%
	No effect	29.2%	28.1%	29.0%
	Negative effect	4.0%	5.5%	4.2%
	Don't know	6.0%	7.2%	6.2%
Total		100.0%	100.0%	100.0%

**Q11. CONSIDERING EVERYTHING HOW SATISFIED ARE YOU WITH YOUR NAVY JOB? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q11. CONSIDERING EVERYTHING HOW SATISFIED ARE YOU WITH YOUR NAVY JOB?	Satisfied	68.6%	72.4%	79.7%	75.8%
	Neither satisfied nor dissatisfied	20.7%	11.7%	8.4%	10.4%
	Dissatisfied	10.6%	15.9%	11.9%	13.8%
Total		100.0%	100.0%	100.0%	100.0%

**Q11. CONSIDERING EVERYTHING HOW SATISFIED ARE YOU WITH YOUR NAVY JOB? \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q11. CONSIDERING EVERYTHING HOW SATISFIED ARE YOU WITH YOUR NAVY JOB?	Satisfied	75.3%	78.5%	75.8%
	Neither satisfied nor dissatisfied	10.7%	8.4%	10.4%
	Dissatisfied	14.0%	13.1%	13.8%
Total		100.0%	100.0%	100.0%

**Q11. CONSIDERING EVERYTHING HOW SATISFIED ARE YOU WITH YOUR NAVY JOB? \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q11. CONSIDERING EVERYTHING HOW SATISFIED ARE YOU WITH YOUR NAVY JOB?	Satisfied	76.6%	71.1%	75.8%
	Neither satisfied nor dissatisfied	10.5%	9.3%	10.4%
	Dissatisfied	12.8%	19.6%	13.8%
Total		100.0%	100.0%	100.0%

**Q12a. LEADERSHIP IS SUPPORTIVE OF GENDER INTEGRATION \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q12a. LEADERSHIP IS SUPPORTIVE OF GENDER INTEGRATION	Agree	100.0%	85.1%	92.5%	89.1%
	Neither agree nor disagree		7.8%	4.6%	6.1%
	Disagree		4.2%	1.7%	2.9%
	Don't know		2.9%	1.2%	2.0%
Total		100.0%	100.0%	100.0%	100.0%

**Q12a. LEADERSHIP IS SUPPORTIVE OF GENDER INTEGRATION \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q12a. LEADERSHIP IS SUPPORTIVE OF GENDER INTEGRATION	Agree	89.6%	86.2%	89.1%
	Neither agree nor disagree	5.9%	7.1%	6.1%
	Disagree	2.6%	4.4%	2.9%
	Don't know	1.9%	2.3%	2.0%
Total		100.0%	100.0%	100.0%

**Q12a. LEADERSHIP IS SUPPORTIVE OF GENDER INTEGRATION \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q12a. LEADERSHIP IS SUPPORTIVE OF GENDER INTEGRATION	Agree	90.7%	79.3%	89.1%
	Neither agree nor disagree	5.1%	11.8%	6.1%
	Disagree	2.1%	7.6%	2.9%
	Don't know	2.1%	1.3%	2.0%
Total		100.0%	100.0%	100.0%

**Q12b. WOMEN HAVE THE ABILITY TO SUCCESSFULLY CARRY OUT THE DUTIES OF COMBATANT ROLES \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q12b. WOMEN HAVE THE ABILITY TO SUCCESSFULLY CARRY OUT THE DUTIES OF COMBATANT ROLES	Agree	86.0%	71.3%	75.8%	73.9%
	Neither agree nor disagree	11.7%	15.4%	12.4%	13.8%
	Disagree		5.6%	4.1%	4.7%
	Don't know	2.3%	7.7%	7.7%	7.6%
Total		100.0%	100.0%	100.0%	100.0%

**Q12b. WOMEN HAVE THE ABILITY TO SUCCESSFULLY CARRY OUT THE DUTIES OF  
COMBATANT ROLES \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q12b. WOMEN HAVE THE ABILITY TO SUCCESSFULLY CARRY OUT THE DUTIES OF COMBATANT ROLES	Agree	74.2%	71.9%	73.9%
	Neither agree nor disagree	13.6%	15.2%	13.8%
	Disagree	4.7%	4.7%	4.7%
	Don't know	7.5%	8.2%	7.6%
Total		100.0%	100.0%	100.0%

**Q12b. WOMEN HAVE THE ABILITY TO SUCCESSFULLY CARRY OUT THE DUTIES OF  
COMBATANT ROLES \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q12b. WOMEN HAVE THE ABILITY TO SUCCESSFULLY CARRY OUT THE DUTIES OF COMBATANT ROLES	Agree	73.6%	75.5%	73.9%
	Neither agree nor disagree	14.0%	12.7%	13.8%
	Disagree	5.0%	3.2%	4.7%
	Don't know	7.4%	8.6%	7.6%
Total		100.0%	100.0%	100.0%

**Q12c. WOMEN ARE BEING SUCCESSFULLY INTEGRATED INTO COMBATANT SHIPS AND AVIATION  
SQUADRONS \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q12c. WOMEN ARE BEING SUCCESSFULLY INTEGRATED INTO COMBATANT SHIPS AND AVIATION SQUADRONS	Agree	76.4%	57.5%	58.9%	58.6%
	Neither agree nor disagree	14.2%	20.2%	18.9%	19.4%
	Disagree	2.3%	7.8%	6.0%	6.8%
	Don't know	7.0%	14.5%	16.3%	15.2%
Total		100.0%	100.0%	100.0%	100.0%

**Q12c. WOMEN ARE BEING SUCCESSFULLY INTEGRATED INTO COMBATANT SHIPS  
AND AVIATION SQUADRONS \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q12c. WOMEN ARE BEING SUCCESSFULLY INTEGRATED INTO COMBATANT SHIPS AND AVIATION SQUADRONS	Agree	58.6%	58.7%	58.6%
	Neither agree nor disagree	19.0%	21.6%	19.4%
	Disagree	6.9%	6.0%	6.8%
	Don't know	15.5%	13.6%	15.2%
Total		100.0%	100.0%	100.0%

**Q12c. WOMEN ARE BEING SUCCESSFULLY INTEGRATED INTO COMBATANT SHIPS  
AND AVIATION SQUADRONS \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q12c. WOMEN ARE BEING SUCCESSFULLY INTEGRATED INTO COMBATANT SHIPS AND AVIATION SQUADRONS	Agree	59.5%	53.3%	58.6%
	Neither agree nor disagree	19.0%	21.5%	19.4%
	Disagree	6.5%	8.6%	6.8%
	Don't know	14.9%	16.6%	15.2%
Total		100.0%	100.0%	100.0%

**Q13a. THE AMOUNT OF FREEDOM GIVEN TO DO JOB? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q13a. THE AMOUNT OF FREEDOM GIVEN TO DO JOB?	Satisfied	86.0%	80.0%	85.7%	82.9%
	Neither satisfied nor dissatisfied	13.5%	7.8%	5.8%	7.0%
	Dissatisfied	.4%	12.2%	8.5%	10.1%
Total		100.0%	100.0%	100.0%	100.0%

**Q13a. THE AMOUNT OF FREEDOM GIVEN TO DO JOB? \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q13a. THE AMOUNT OF FREEDOM GIVEN TO DO JOB?	Satisfied	83.1%	81.8%	82.9%
	Neither satisfied nor dissatisfied	6.6%	8.9%	7.0%
	Dissatisfied	10.3%	9.3%	10.1%
Total		100.0%	100.0%	100.0%

**Q13a. THE AMOUNT OF FREEDOM GIVEN TO DO JOB? \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q13a. THE AMOUNT OF FREEDOM GIVEN TO DO JOB?	Satisfied	84.1%	75.7%	82.9%
	Neither satisfied nor dissatisfied	7.2%	5.6%	7.0%
	Dissatisfied	8.7%	18.7%	10.1%
Total		100.0%	100.0%	100.0%

**Q13b. THE AMOUNT OF RESPONSIBILITY ON JOB? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q13b. THE AMOUNT OF RESPONSIBILITY ON JOB?	Satisfied	84.7%	81.9%	87.9%	84.9%
	Neither satisfied nor dissatisfied	12.5%	8.0%	6.3%	7.3%
	Dissatisfied	2.7%	10.1%	5.8%	7.9%
Total		100.0%	100.0%	100.0%	100.0%

**Q13b. THE AMOUNT OF RESPONSIBILITY ON JOB? \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q13b. THE AMOUNT OF RESPONSIBILITY ON JOB?	Satisfied	84.9%	84.5%	84.9%
	Neither satisfied nor dissatisfied	7.0%	8.7%	7.3%
	Dissatisfied	8.0%	6.9%	7.9%
Total		100.0%	100.0%	100.0%

**Q13b. THE AMOUNT OF RESPONSIBILITY ON JOB? \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q13b. THE AMOUNT OF RESPONSIBILITY ON JOB?	Satisfied	85.8%	79.6%	84.9%
	Neither satisfied nor dissatisfied	7.5%	6.1%	7.3%
	Dissatisfied	6.8%	14.4%	7.9%
Total		100.0%	100.0%	100.0%

**Q13c. THE AMOUNT OF CHALLENGE ON JOB? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q13c. THE AMOUNT OF CHALLENGE ON JOB?	Satisfied	80.0%	77.9%	85.6%	81.7%
	Neither satisfied nor dissatisfied	9.1%	10.2%	9.0%	9.6%
	Dissatisfied	10.9%	11.8%	5.4%	8.7%
Total		100.0%	100.0%	100.0%	100.0%

**Q13c. THE AMOUNT OF CHALLENGE ON JOB? \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q13c. THE AMOUNT OF CHALLENGE ON JOB?	Satisfied	81.9%	80.5%	81.7%
	Neither satisfied nor dissatisfied	9.8%	8.7%	9.6%
	Dissatisfied	8.3%	10.8%	8.7%
Total		100.0%	100.0%	100.0%

**Q13c. THE AMOUNT OF CHALLENGE ON JOB? \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q13c. THE AMOUNT OF CHALLENGE ON JOB?	Satisfied	82.7%	75.3%	81.7%
	Neither satisfied nor dissatisfied	9.8%	8.4%	9.6%
	Dissatisfied	7.4%	16.3%	8.7%
Total		100.0%	100.0%	100.0%

**Q13d. THE OPPORTUNITIES FOR PERSONAL GROWTH ON JOB? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q13d. THE OPPORTUNITIES FOR PERSONAL GROWTH ON JOB?	Satisfied	55.0%	72.0%	74.0%	72.5%
	Neither satisfied nor dissatisfied	24.7%	12.3%	12.9%	12.9%
	Dissatisfied	20.3%	15.7%	13.1%	14.5%
Total		100.0%	100.0%	100.0%	100.0%

**Q13d. THE OPPORTUNITIES FOR PERSONAL GROWTH ON JOB? \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q13d. THE OPPORTUNITIES FOR PERSONAL GROWTH ON JOB?	Satisfied	72.9%	70.6%	72.5%
	Neither satisfied nor dissatisfied	12.6%	14.8%	12.9%
	Dissatisfied	14.5%	14.7%	14.5%
Total		100.0%	100.0%	100.0%

**Q13d. THE OPPORTUNITIES FOR PERSONAL GROWTH ON JOB? \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q13d. THE OPPORTUNITIES FOR PERSONAL GROWTH ON JOB?	Satisfied	73.5%	66.9%	72.5%
	Neither satisfied nor dissatisfied	13.8%	8.0%	12.9%
	Dissatisfied	12.8%	25.1%	14.5%
Total		100.0%	100.0%	100.0%

**Q13e. THE FEELING OF ACCOMPLISHMENT FROM JOB? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q13e. THE FEELING OF ACCOMPLISHMENT FROM JOB?	Satisfied	72.9%	69.2%	77.7%	73.5%
	Neither satisfied nor dissatisfied	16.2%	14.0%	11.8%	13.0%
	Dissatisfied	10.9%	16.8%	10.4%	13.5%
Total		100.0%	100.0%	100.0%	100.0%

**Q13e. THE FEELING OF ACCOMPLISHMENT FROM JOB? \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q13e. THE FEELING OF ACCOMPLISHMENT FROM JOB?	Satisfied	72.9%	76.6%	73.5%
	Neither satisfied nor dissatisfied	13.1%	12.4%	13.0%
	Dissatisfied	14.0%	11.0%	13.5%
Total		100.0%	100.0%	100.0%



**Q13e. THE FEELING OF ACCOMPLISHMENT FROM JOB? \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q13e. THE FEELING OF ACCOMPLISHMENT FROM JOB?	Satisfied	74.1%	69.6%	73.5%
	Neither satisfied nor dissatisfied	13.3%	11.0%	13.0%
	Dissatisfied	12.6%	19.4%	13.5%
Total		100.0%	100.0%	100.0%

**Q13f. JOB SECURITY? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q13f. JOB SECURITY?	Satisfied	79.5%	81.4%	82.3%	81.8%
	Neither satisfied nor dissatisfied	15.8%	10.2%	10.8%	10.6%
	Dissatisfied	4.7%	8.4%	6.9%	7.6%
Total		100.0%	100.0%	100.0%	100.0%

**Q13f. JOB SECURITY? \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q13f. JOB SECURITY?	Satisfied	81.5%	83.1%	81.8%
	Neither satisfied nor dissatisfied	10.8%	9.7%	10.6%
	Dissatisfied	7.7%	7.2%	7.6%
Total		100.0%	100.0%	100.0%

**Q13f. JOB SECURITY? \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q13f. JOB SECURITY?	Satisfied	81.6%	82.4%	81.8%
	Neither satisfied nor dissatisfied	10.6%	10.8%	10.6%
	Dissatisfied	7.7%	6.8%	7.6%
Total		100.0%	100.0%	100.0%

**Q13g. THE PHYSICAL WORKING CONDITIONS OF JOB? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q13g. THE PHYSICAL WORKING CONDITIONS OF JOB?	Satisfied	74.8%	76.9%	77.2%	77.0%
	Neither satisfied nor dissatisfied	23.2%	10.8%	11.5%	11.4%
	Dissatisfied	2.1%	12.4%	11.3%	11.6%
Total		100.0%	100.0%	100.0%	100.0%

**Q13g. THE PHYSICAL WORKING CONDITIONS OF JOB? \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q13g. THE PHYSICAL WORKING CONDITIONS OF JOB?	Satisfied	76.5%	79.5%	77.0%
	Neither satisfied nor dissatisfied	11.7%	9.7%	11.4%
	Dissatisfied	11.8%	10.8%	11.6%
Total		100.0%	100.0%	100.0%

**Q13g. THE PHYSICAL WORKING CONDITIONS OF JOB? \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q13g. THE PHYSICAL WORKING CONDITIONS OF JOB?	Satisfied	76.3%	80.9%	77.0%
	Neither satisfied nor dissatisfied	12.0%	8.1%	11.4%
	Dissatisfied	11.7%	11.0%	11.6%
Total		100.0%	100.0%	100.0%

**Q13h. AVAILABILITY OF PARTS/SUPPLIES? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q13h. AVAILABILITY OF PARTS/SUPPLIES?	Satisfied	37.3%	45.9%	44.2%	44.9%
	Neither satisfied nor dissatisfied	28.6%	30.9%	32.8%	31.8%
	Dissatisfied	34.1%	23.2%	22.9%	23.3%
Total		100.0%	100.0%	100.0%	100.0%

**Q13h. AVAILABILITY OF PARTS/SUPPLIES? \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q13h. AVAILABILITY OF PARTS/SUPPLIES?	Satisfied	44.0%	49.9%	44.9%
	Neither satisfied nor dissatisfied	32.6%	27.7%	31.8%
	Dissatisfied	23.5%	22.5%	23.3%
Total		100.0%	100.0%	100.0%

**Q13h. AVAILABILITY OF PARTS/SUPPLIES? \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q13h. AVAILABILITY OF PARTS/SUPPLIES?	Satisfied	44.7%	46.2%	44.9%
	Neither satisfied nor dissatisfied	32.7%	26.3%	31.8%
	Dissatisfied	22.6%	27.6%	23.3%
Total		100.0%	100.0%	100.0%

**Q13i. THE FLEXIBILITY OF COMMAND IN DEALING WITH FAMILY/PERSONAL ISSUES? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q13i. THE FLEXIBILITY OF COMMAND IN DEALING WITH FAMILY/PERSONAL ISSUES?	Satisfied	76.0%	80.5%	81.2%	80.7%
	Neither satisfied nor dissatisfied	22.0%	12.5%	13.6%	13.3%
	Dissatisfied	2.1%	7.0%	5.2%	6.0%
Total		100.0%	100.0%	100.0%	100.0%

**Q13i. THE FLEXIBILITY OF COMMAND IN DEALING WITH FAMILY/PERSONAL ISSUES? \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q13i. THE FLEXIBILITY OF COMMAND IN DEALING WITH FAMILY/PERSONAL ISSUES?	Satisfied	81.0%	79.5%	80.7%
	Neither satisfied nor dissatisfied	13.2%	13.8%	13.3%
	Dissatisfied	5.9%	6.7%	6.0%
Total		100.0%	100.0%	100.0%

**Q13i. THE FLEXIBILITY OF COMMAND IN DEALING WITH FAMILY/PERSONAL ISSUES? \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q13i. THE FLEXIBILITY OF COMMAND IN DEALING WITH FAMILY/PERSONAL ISSUES?	Satisfied	81.9%	73.7%	80.7%
	Neither satisfied nor dissatisfied	13.5%	12.2%	13.3%
	Dissatisfied	4.6%	14.1%	6.0%
Total		100.0%	100.0%	100.0%

**Q14. WHAT TYPE OF BILLET IS YOUR CURRENT ASSIGNMENT? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q14. WHAT TYPE OF BILLET IS YOUR CURRENT ASSIGNMENT?	CONUS Shore Duty (Type 1)	32.6%	38.1%	23.0%	30.6%
	CONUS Homeported Deployable Sea Duty (Type 2)	67.4%	56.3%	70.1%	63.3%
	Other duty (i.e., Duty Under Instruction, special duty, etc.		3.1%	3.8%	3.3%
	I don't know		2.6%	3.2%	2.8%
Total		100.0%	100.0%	100.0%	100.0%

**Q14. WHAT TYPE OF BILLET IS YOUR CURRENT ASSIGNMENT? \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q14. WHAT TYPE OF BILLET IS YOUR CURRENT ASSIGNMENT?	CONUS Shore Duty (Type 1)	31.1%	28.1%	30.6%
	CONUS Homeported Deployable Sea Duty (Type 2)	63.2%	63.3%	63.3%
	Other duty (i.e., Duty Under Instruction, special duty, etc.	2.9%	5.4%	3.3%
	I don't know	2.7%	3.2%	2.8%
Total		100.0%	100.0%	100.0%

**Q14. WHAT TYPE OF BILLET IS YOUR CURRENT ASSIGNMENT? \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q14. WHAT TYPE OF BILLET IS YOUR CURRENT ASSIGNMENT?	CONUS Shore Duty (Type 1)	32.7%	18.3%	30.6%
	CONUS Homeported Deployable Sea Duty (Type 2)	61.7%	72.7%	63.3%
	Other duty (i.e., Duty Under Instruction, special duty, etc.	3.3%	3.5%	3.3%
	I don't know	2.4%	5.5%	2.8%
Total		100.0%	100.0%	100.0%

**SHIP OR ACTIVITY TO WHICH YOU ARE CURRENTLY ASSIGNED by PAYGROUP**

			CWO	O-1 to O-3	O-4 and above	Total
TYPE OF SHIP OR ACTIVITY TO WHICH YOU ARE CURRENTLY ASSIGNED	Q15a. AFLOAT STAFF	Column %		1.2%	3.8%	2.4%
	Q15b. AIRCRAFT	Column %	10.2%	6.2%	4.2%	5.3%
	Q15c. AMPHIBIOUS	Column %	2.1%	.1%	.1%	.2%
	Q15d. AMPHIBIOUS	Column %	2.1%	3.0%	1.9%	2.4%
	Q15e. AVIATION SQUAD	Column %	11.5%	7.5%	2.4%	5.1%
	Q15f. AVIATION	Column %	3.9%	10.0%	4.8%	7.4%
	Q15g. CRUISER	Column %		1.3%	.7%	1.0%
	Q15h. DESTROYER	Column %	2.1%	3.6%	1.5%	2.6%
	Q15i. MINECRAFT	Column %		.3%	.3%	.3%
	Q15j. RESERVE UNIT	Column %		1.0%	1.2%	1.1%
	Q15k. SERVICE FORCE	Column %		.3%	.7%	.5%
	Q15l. SHORE BASED	Column %	6.2%	3.5%	2.5%	3.1%
	Q15m. SHORE OR	Column %	46.1%	28.3%	42.1%	35.4%
	Q15n. SPECIAL	Column %		1.6%	.7%	1.1%
	Q15o. SUBMARINE	Column %		3.8%	2.7%	3.2%
	Q15p. TENDER/REPAIR	Column %		.3%	.4%	.3%
	Q15q. TRAINING	Column %	6.4%	13.3%	9.0%	11.0%
	Q15r. OTHER	Column %	9.5%	14.8%	20.9%	17.6%

**SHIP OR ACTIVITY TO WHICH YOU ARE CURRENTLY ASSIGNED by RACE GROUP**

			majority	minority	Total
TYPE OF SHIP OR ACTIVITY TO WHICH YOU ARE CURRENTLY ASSIGNED	Q15a. AFLOAT STAFF	Column %	2.4%	2.2%	2.4%
	Q15b. AIRCRAFT	Column %	5.3%	5.7%	5.3%
	Q15c. AMPHIBIOUS	Column %	.1%	.4%	.2%
	Q15d. AMPHIBIOUS	Column %	2.2%	3.8%	2.4%
	Q15e. AVIATION SQUAD	Column %	5.5%	3.6%	5.1%
	Q15f. AVIATION	Column %	8.0%	4.4%	7.4%
	Q15g. CRUISER	Column %	.7%	2.4%	1.0%
	Q15h. DESTROYER	Column %	2.3%	3.7%	2.6%
	Q15i. MINECRAFT	Column %	.3%	.4%	.3%
	Q15j. RESERVE UNIT	Column %	1.0%	1.4%	1.1%
	Q15k. SERVICE FORCE	Column %	.4%	.7%	.5%
	Q15l. SHORE BASED	Column %	3.1%	3.1%	3.1%
	Q15m. SHORE OR	Column %	35.6%	34.1%	35.4%
	Q15n. SPECIAL	Column %	1.1%	1.4%	1.1%
	Q15o. SUBMARINE	Column %	3.2%	3.1%	3.2%
	Q15p. TENDER/REPAIR	Column %	.3%	.7%	.3%
	Q15q. TRAINING	Column %	10.6%	13.4%	11.0%
	Q15r. OTHER	Column %	18.0%	15.7%	17.6%

**SHIP OR ACTIVITY TO WHICH YOU ARE CURRENTLY ASSIGNED by GENDER**

			Q55. GENDER		Total
			Male	Female	
SHIP OR ACTIVITY TO WHICH YOU ARE CURRENTLY ASSIGNED	Q15a. AFLOAT STAFF	Column %	2.4%	2.5%	2.4%
	Q15b. AIRCRAFT	Column %	5.7%	3.5%	5.3%
	Q15c. AMPHIBIOUS	Column %	.1%	.8%	.2%
	Q15d. AMPHIBIOUS	Column %	2.6%	1.7%	2.4%
	Q15e. AVIATION SQUAD	Column %	5.5%	2.8%	5.1%
	Q15f. AVIATION	Column %	8.3%	2.0%	7.4%
	Q15g. CRUISER	Column %	.9%	1.5%	1.0%
	Q15h. DESTROYER	Column %	2.6%	2.1%	2.6%
	Q15i. MINECRAFT	Column %	.3%	.4%	.3%
	Q15j. RESERVE UNIT	Column %	1.0%	1.5%	1.1%
	Q15k. SERVICE FORCE	Column %	.4%	.8%	.5%
	Q15l. SHORE BASED	Column %	3.2%	2.7%	3.1%
	Q15m. SHORE OR	Column %	34.5%	40.2%	35.4%
	Q15n. SPECIAL	Column %	1.2%	.4%	1.1%
	Q15o. SUBMARINE	Column %	3.7%	.4%	3.2%
	Q15p. TENDER/REPAIR	Column %	.3%	.8%	.3%
	Q15q. TRAINING	Column %	10.9%	11.9%	11.0%
	Q15r. OTHER	Column %	16.5%	24.0%	17.6%

**Q16. ARE YOU PRESENTLY ON DEPLOYMENT? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q16. ARE YOU PRESENTLY ON DEPLOYMENT?	Yes	8.8%	5.7%	4.8%	5.4%
	No	91.2%	94.3%	95.2%	94.6%
Total		100.0%	100.0%	100.0%	100.0%

**Q16. ARE YOU PRESENTLY ON DEPLOYMENT? \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q16. ARE YOU PRESENTLY ON DEPLOYMENT?	Yes	5.1%	6.5%	5.4%
	No	94.9%	93.5%	94.6%
Total		100.0%	100.0%	100.0%

**Q16. ARE YOU PRESENTLY ON DEPLOYMENT? \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q16. ARE YOU PRESENTLY ON DEPLOYMENT?	Yes	5.2%	6.4%	5.4%
	No	94.8%	93.6%	94.6%
Total		100.0%	100.0%	100.0%

**Q17. WHAT IS THE GEOGRAPHICAL LOCATION OF YOUR CURRENT ASSIGNMENT? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q17. WHAT IS THE GEOGRAPHICAL LOCATION OF YOUR CURRENT ASSIGNMENT?	Alaska or Hawaii	2.1%	3.7%	3.4%	3.5%
	Caribbean		.7%		.3%
	CONUS - East Coast	54.9%	46.9%	55.1%	51.0%
	CONUS - West Coast	15.8%	23.4%	19.8%	21.5%
	CONUS - Other (e.g., Millington, Great Lakes, etc.)	6.8%	8.9%	9.3%	9.1%
	Europe (including the Mediterranean)		5.9%	4.5%	5.1%
	Far East	8.8%	5.1%	4.0%	4.6%
	Middle East (including the African continent)	2.3%	1.4%	1.4%	1.4%
	South or Central America			.1%	.1%
	Other	9.3%	4.1%	2.4%	3.4%
Total		100.0%	100.0%	100.0%	100.0%

**Q17. WHAT IS THE GEOGRAPHICAL LOCATION OF YOUR CURRENT ASSIGNMENT? \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q17. WHAT IS THE GEOGRAPHICAL LOCATION OF YOUR CURRENT ASSIGNMENT?	Alaska or Hawaii	3.6%	2.7%	3.5%
	Caribbean	.3%	.4%	.3%
	CONUS - East Coast	51.8%	46.8%	51.0%
	CONUS - West Coast	21.0%	24.0%	21.5%
	CONUS - Other (e.g., Millington, Great Lakes, etc.)	9.1%	8.7%	9.1%
	Europe (including the Mediterranean)	5.2%	4.2%	5.1%
	Far East	4.5%	5.3%	4.6%
	Middle East (including the African continent)	1.4%	1.5%	1.4%
	South or Central America		.5%	.1%
	Other	3.0%	5.9%	3.4%
Total		100.0%	100.0%	100.0%



**Q17. WHAT IS THE GEOGRAPHICAL LOCATION OF YOUR CURRENT ASSIGNMENT? \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q17. WHAT IS THE GEOGRAPHICAL LOCATION OF YOUR CURRENT ASSIGNMENT?	Alaska or Hawaii	3.8%	1.8%	3.5%
	Caribbean	.3%	.5%	.3%
	CONUS - East Coast	51.7%	46.8%	51.0%
	CONUS - West Coast	20.7%	26.3%	21.5%
	CONUS - Other (e.g., Millington, Great Lakes, etc.)	9.5%	6.1%	9.1%
	Europe (including the Mediterranean)	4.7%	7.1%	5.1%
	Far East	4.5%	5.8%	4.6%
	Middle East (including the African continent)	1.5%	1.3%	1.4%
	South or Central America	.1%		.1%
	Other	3.2%	4.4%	3.4%
Total		100.0%	100.0%	100.0%

**Q18. IN THE PAST 12 MONTHS, HOW MANY DAYS HAVE YOU BEEN BERTHED AWAY FROM HOME? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q18. IN THE PAST 12 MONTHS, HOW MANY DAYS HAVE YOU BEEN BERTHED AWAY FROM HOME?	None	14.0%	17.4%	12.5%	14.9%
	1-49 days	37.8%	34.0%	50.3%	42.0%
	50-99 days	18.4%	15.0%	17.3%	16.2%
	100-149 days	14.1%	12.4%	5.7%	9.2%
	150-199 days	13.5%	9.9%	7.4%	8.8%
	200-249 days	2.2%	6.3%	4.5%	5.3%
	250-299 days		3.9%	1.6%	2.7%
	300 or more days		1.0%	.7%	.8%
Total		100.0%	100.0%	100.0%	100.0%

**Q18. IN THE PAST 12 MONTHS, HOW MANY DAYS HAVE YOU BEEN BERTHED AWAY FROM HOME? \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q18. IN THE PAST 12 MONTHS, HOW MANY DAYS HAVE YOU BEEN BERTHED AWAY FROM HOME?	None	14.5%	17.1%	14.9%
	1-49 days	41.5%	45.0%	42.0%
	50-99 days	16.7%	13.3%	16.2%
	100-149 days	9.2%	9.1%	9.2%
	150-199 days	8.7%	9.2%	8.8%
	200-249 days	5.5%	4.5%	5.3%
	250-299 days	3.0%	1.4%	2.7%
	300 or more days	.9%	.5%	.8%
Total		100.0%	100.0%	100.0%

**Q18. IN THE PAST 12 MONTHS, HOW MANY DAYS HAVE YOU BEEN BERTHED AWAY FROM HOME? \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q18. IN THE PAST 12 MONTHS, HOW MANY DAYS HAVE YOU BEEN BERTHED AWAY FROM HOME?	None	13.5%	23.3%	14.9%
	1-49 days	41.3%	46.0%	42.0%
	50-99 days	17.3%	9.7%	16.2%
	100-149 days	9.7%	6.0%	9.2%
	150-199 days	9.3%	5.8%	8.8%
	200-249 days	5.7%	3.2%	5.3%
	250-299 days	2.4%	4.7%	2.7%
	300 or more days	.8%	1.3%	.8%
Total		100.0%	100.0%	100.0%

**Q19a. I AM SATISFIED WITH TIME SPENT AT PERMANENT DUTY STATION \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q19a. I AM SATISFIED WITH TIME SPENT AT PERMANENT DUTY STATION	Agree	69.4%	72.3%	84.3%	78.1%
	Neither agree nor disagree	19.4%	12.7%	7.8%	10.5%
	Disagree	11.3%	15.0%	7.9%	11.5%
Total		100.0%	100.0%	100.0%	100.0%

**Q19a. I AM SATISFIED WITH TIME SPENT AT PERMANENT DUTY STATION \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q19a. I AM SATISFIED WITH TIME SPENT AT PERMANENT DUTY STATION	Agree	78.4%	76.2%	78.1%
	Neither agree nor disagree	10.0%	12.9%	10.5%
	Disagree	11.6%	10.9%	11.5%
Total		100.0%	100.0%	100.0%

**Q19a. I AM SATISFIED WITH TIME SPENT AT PERMANENT DUTY STATION \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q19a. I AM SATISFIED WITH TIME SPENT AT PERMANENT DUTY STATION	Agree	77.2%	83.3%	78.1%
	Neither agree nor disagree	10.9%	8.2%	10.5%
	Disagree	12.0%	8.5%	11.5%
Total		100.0%	100.0%	100.0%

**Q19b. I AM SATISFIED WITH TIME SPENT ON SHORE DUTY \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q19b. I AM SATISFIED WITH TIME SPENT ON SHORE DUTY	Agree	52.8%	62.9%	81.7%	71.8%
	Neither agree nor disagree	24.1%	24.6%	9.5%	17.3%
	Disagree	23.1%	12.5%	8.7%	10.9%
Total		100.0%	100.0%	100.0%	100.0%

**Q19b. I AM SATISFIED WITH TIME SPENT ON SHORE DUTY \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q19b. I AM SATISFIED WITH TIME SPENT ON SHORE DUTY	Agree	73.0%	65.7%	71.8%
	Neither agree nor disagree	16.4%	22.0%	17.3%
	Disagree	10.7%	12.3%	10.9%
Total		100.0%	100.0%	100.0%

**Q19b. I AM SATISFIED WITH TIME SPENT ON SHORE DUTY \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q19b. I AM SATISFIED WITH TIME SPENT ON SHORE DUTY	Agree	70.8%	78.1%	71.8%
	Neither agree nor disagree	17.6%	15.3%	17.3%
	Disagree	11.6%	6.6%	10.9%
Total		100.0%	100.0%	100.0%

**Q19c. I AM SATISFIED WITH TIME SPENT ON SEA DUTY \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q19c. I AM SATISFIED WITH TIME SPENT ON SEA DUTY	Agree	66.3%	64.1%	69.2%	66.6%
	Neither agree nor disagree	19.9%	26.3%	20.5%	23.3%
	Disagree	13.8%	9.6%	10.3%	10.1%
Total		100.0%	100.0%	100.0%	100.0%

**Q19c. I AM SATISFIED WITH TIME SPENT ON SEA DUTY \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q19c. I AM SATISFIED WITH TIME SPENT ON SEA DUTY	Agree	66.7%	66.3%	66.6%
	Neither agree nor disagree	23.2%	24.1%	23.3%
	Disagree	10.1%	9.6%	10.1%
Total		100.0%	100.0%	100.0%

**Q19c. I AM SATISFIED WITH TIME SPENT ON SEA DUTY \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q19c. I AM SATISFIED WITH TIME SPENT ON SEA DUTY	Agree	68.5%	55.5%	66.6%
	Neither agree nor disagree	21.6%	33.6%	23.3%
	Disagree	9.9%	10.8%	10.1%
Total		100.0%	100.0%	100.0%

**Q20. EFFECT OF TIME AWAY FROM PERMANENT STATION ON SATISFACTION WITH NAVY LIFE \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q20. EFFECT OF TIME AWAY FROM PERMANENT STATION ON SATISFACTION WITH NAVY LIFE	Strong positive effect	21.2%	26.4%	25.5%	25.8%
	Positive effect	30.0%	24.4%	27.6%	26.1%
	Neither positive nor negative effect	48.8%	44.6%	45.3%	45.0%
	Strong negative effect		4.6%	1.6%	3.0%
Total		100.0%	100.0%	100.0%	100.0%

**Q20. EFFECT OF TIME AWAY FROM PERMANENT STATION ON SATISFACTION WITH NAVY LIFE \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q20. EFFECT OF TIME AWAY FROM PERMANENT STATION ON SATISFACTION WITH NAVY LIFE	Strong positive effect	24.5%	33.2%	25.8%
	Positive effect	26.1%	26.4%	26.1%
	Neither positive nor negative effect	46.7%	36.2%	45.0%
	Strong negative effect	2.8%	4.2%	3.0%
Total		100.0%	100.0%	100.0%

**Q20. EFFECT OF TIME AWAY FROM PERMANENT STATION ON SATISFACTION WITH NAVY LIFE \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q20. EFFECT OF TIME AWAY FROM PERMANENT STATION ON SATISFACTION WITH NAVY LIFE	Strong positive effect	24.1%	35.9%	25.8%
	Positive effect	25.8%	28.2%	26.1%
	Neither positive nor negative effect	47.4%	31.1%	45.0%
	Strong negative effect	2.7%	4.9%	3.0%
Total		100.0%	100.0%	100.0%

**Q21a. NAVY CAREER INTERFERES WITH PERSONAL LIFE \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q21a. NAVY CAREER INTERFERES WITH PERSONAL LIFE	Agree	34.0%	45.1%	30.0%	37.5%
	Neither agree nor disagree	29.8%	21.9%	24.2%	23.2%
	Disagree	36.3%	33.0%	45.8%	39.3%
Total		100.0%	100.0%	100.0%	100.0%

**Q21a. NAVY CAREER INTERFERES WITH PERSONAL LIFE \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q21a. NAVY CAREER INTERFERES WITH PERSONAL LIFE	Agree	37.6%	37.1%	37.5%
	Neither agree nor disagree	23.3%	23.0%	23.2%
	Disagree	39.2%	39.9%	39.3%
Total		100.0%	100.0%	100.0%

**Q21a. NAVY CAREER INTERFERES WITH PERSONAL LIFE \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q21a. NAVY CAREER INTERFERES WITH PERSONAL LIFE	Agree	37.1%	40.1%	37.5%
	Neither agree nor disagree	23.8%	19.8%	23.2%
	Disagree	39.1%	40.1%	39.3%
Total		100.0%	100.0%	100.0%

**Q21b. NAVY CAREER CAUSES SEPARATION FROM FAMILY \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q21b. NAVY CAREER CAUSES SEPARATION FROM FAMILY	Agree	56.5%	63.3%	51.8%	57.5%
	Neither agree nor disagree	25.2%	17.5%	17.1%	17.5%
	Disagree	18.3%	19.2%	31.1%	25.0%
Total		100.0%	100.0%	100.0%	100.0%

**Q21b. NAVY CAREER CAUSES SEPARATION FROM FAMILY \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q21b. NAVY CAREER CAUSES SEPARATION FROM FAMILY	Agree	57.6%	57.3%	57.5%
	Neither agree nor disagree	17.5%	17.2%	17.5%
	Disagree	24.9%	25.5%	25.0%
Total		100.0%	100.0%	100.0%

**Q21b. NAVY CAREER CAUSES SEPARATION FROM FAMILY \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q21b. NAVY CAREER CAUSES SEPARATION FROM FAMILY	Agree	60.1%	42.2%	57.5%
	Neither agree nor disagree	17.1%	19.8%	17.5%
	Disagree	22.8%	38.1%	25.0%
Total		100.0%	100.0%	100.0%

**Q21c. I HAVE DIFFICULTY JUGGLING DEMANDS OF MY PERSONAL LIFE \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q21c. I HAVE DIFFICULTY JUGGLING DEMANDS OF MY PERSONAL LIFE	Agree	19.7%	28.6%	24.8%	26.5%
	Neither agree nor disagree	27.3%	22.6%	21.8%	22.3%
	Disagree	53.0%	48.9%	53.4%	51.2%
Total		100.0%	100.0%	100.0%	100.0%

**Q21c. I HAVE DIFFICULTY JUGGLING DEMANDS OF MY PERSONAL LIFE \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q21c. I HAVE DIFFICULTY JUGGLING DEMANDS OF MY PERSONAL LIFE	Agree	27.3%	22.1%	26.5%
	Neither agree nor disagree	21.8%	24.8%	22.3%
	Disagree	50.8%	53.2%	51.2%
Total		100.0%	100.0%	100.0%

**Q21c. I HAVE DIFFICULTY JUGGLING DEMANDS OF MY PERSONAL LIFE \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q21c. I HAVE DIFFICULTY JUGGLING DEMANDS OF MY PERSONAL LIFE	Agree	25.9%	30.1%	26.5%
	Neither agree nor disagree	22.3%	22.1%	22.3%
	Disagree	51.8%	47.7%	51.2%
Total		100.0%	100.0%	100.0%

**Q22. TYPE OF IMMEDIATE SUPERVISOR \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q22. TYPE OF IMMEDIATE SUPERVISOR	Navy	91.9%	89.0%	83.2%	86.2%
	Other Military	2.6%	3.9%	7.5%	5.7%
	Civilian	5.5%	7.1%	9.3%	8.1%
Total		100.0%	100.0%	100.0%	100.0%

**Q22. TYPE OF IMMEDIATE SUPERVISOR \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q22. TYPE OF IMMEDIATE SUPERVISOR	Navy	86.4%	85.6%	86.2%
	Other Military	5.8%	4.7%	5.7%
	Civilian	7.8%	9.8%	8.1%
Total		100.0%	100.0%	100.0%

**Q22. TYPE OF IMMEDIATE SUPERVISOR \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q22. TYPE OF IMMEDIATE SUPERVISOR	Navy	86.4%	85.5%	86.2%
	Other Military	5.7%	5.5%	5.7%
	Civilian	8.0%	9.0%	8.1%
Total		100.0%	100.0%	100.0%

**Q23a. HAS ADEQUATE TRAINING/EXPERTISE \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q23a. HAS ADEQUATE TRAINING/EXPERTISE	Agree	74.8%	86.0%	88.4%	86.9%
	Neither agree nor disagree	13.2%	6.1%	5.1%	5.8%
	Disagree	12.0%	8.0%	6.5%	7.4%
Total		100.0%	100.0%	100.0%	100.0%



**Q23a. HAS ADEQUATE TRAINING/EXPERTISE \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q23a. HAS ADEQUATE TRAINING/EXPERTISE	Agree	87.7%	82.5%	86.9%
	Neither agree nor disagree	5.6%	6.8%	5.8%
	Disagree	6.7%	10.8%	7.4%
Total		100.0%	100.0%	100.0%

**Q23a. HAS ADEQUATE TRAINING/EXPERTISE \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q23a. HAS ADEQUATE TRAINING/EXPERTISE	Agree	87.9%	80.8%	86.9%
	Neither agree nor disagree	5.5%	7.4%	5.8%
	Disagree	6.6%	11.8%	7.4%
Total		100.0%	100.0%	100.0%

**Q23b. DEALS WELL WITH SUBORDINATES \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q23b. DEALS WELL WITH SUBORDINATES	Agree	77.2%	74.9%	76.5%	75.7%
	Neither agree nor disagree	13.2%	10.4%	10.3%	10.4%
	Disagree	9.6%	14.7%	13.2%	13.9%
Total		100.0%	100.0%	100.0%	100.0%

**Q23b. DEALS WELL WITH SUBORDINATES \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q23b. DEALS WELL WITH SUBORDINATES	Agree	76.5%	71.5%	75.7%
	Neither agree nor disagree	10.1%	12.0%	10.4%
	Disagree	13.4%	16.5%	13.9%
Total		100.0%	100.0%	100.0%

**Q23b. DEALS WELL WITH SUBORDINATES \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q23b. DEALS WELL WITH SUBORDINATES	Agree	77.3%	66.6%	75.7%
	Neither agree nor disagree	10.3%	10.8%	10.4%
	Disagree	12.4%	22.7%	13.9%
Total		100.0%	100.0%	100.0%

**Q23c. DEALS WELL WITH SUPERIORS \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q23c. DEALS WELL WITH SUPERIORS	Agree	71.6%	79.1%	81.7%	80.2%
	Neither agree nor disagree	20.2%	11.7%	11.2%	11.7%
	Disagree	8.1%	9.1%	7.0%	8.1%
Total		100.0%	100.0%	100.0%	100.0%

**Q23c. DEALS WELL WITH SUPERIORS \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q23c. DEALS WELL WITH SUPERIORS	Agree	80.4%	79.1%	80.2%
	Neither agree nor disagree	11.7%	11.5%	11.7%
	Disagree	7.8%	9.4%	8.1%
Total		100.0%	100.0%	100.0%

**Q23c. DEALS WELL WITH SUPERIORS \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q23c. DEALS WELL WITH SUPERIORS	Agree	81.7%	71.1%	80.2%
	Neither agree nor disagree	11.4%	13.4%	11.7%
	Disagree	6.9%	15.5%	8.1%
Total		100.0%	100.0%	100.0%

**Q23d. PROVIDES ADEQUATE SUPPORT AND GUIDANCE \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q23d. PROVIDES ADEQUATE SUPPORT AND GUIDANCE	Agree	68.6%	69.3%	72.3%	70.7%
	Neither agree nor disagree	13.7%	14.1%	14.3%	14.2%
	Disagree	17.7%	16.7%	13.4%	15.1%
Total		100.0%	100.0%	100.0%	100.0%

**Q23d. PROVIDES ADEQUATE SUPPORT AND GUIDANCE \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q23d. PROVIDES ADEQUATE SUPPORT AND GUIDANCE	Agree	71.1%	68.4%	70.7%
	Neither agree nor disagree	14.5%	12.5%	14.2%
	Disagree	14.4%	19.1%	15.1%
Total		100.0%	100.0%	100.0%

**Q23d. PROVIDES ADEQUATE SUPPORT AND GUIDANCE \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q23d. PROVIDES ADEQUATE SUPPORT AND GUIDANCE	Agree	72.2%	62.0%	70.7%
	Neither agree nor disagree	14.1%	14.5%	14.2%
	Disagree	13.7%	23.6%	15.1%
Total		100.0%	100.0%	100.0%

**Q23e. IS RESPONSIVE TO SAILOR NEEDS AND CONCERNS \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q23e. IS RESPONSIVE TO SAILOR NEEDS AND CONCERNS	Agree	79.2%	76.5%	79.2%	77.9%
	Neither agree nor disagree	11.1%	12.0%	14.1%	13.0%
	Disagree	9.6%	11.4%	6.8%	9.1%
Total		100.0%	100.0%	100.0%	100.0%

**Q23e. IS RESPONSIVE TO SAILOR NEEDS AND CONCERNS \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q23e. IS RESPONSIVE TO SAILOR NEEDS AND CONCERNS	Agree	78.7%	73.5%	77.9%
	Neither agree nor disagree	12.8%	14.3%	13.0%
	Disagree	8.5%	12.2%	9.1%
Total		100.0%	100.0%	100.0%

**Q23e. IS RESPONSIVE TO SAILOR NEEDS AND CONCERNS \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q23e. IS RESPONSIVE TO SAILOR NEEDS AND CONCERNS	Agree	79.3%	69.7%	77.9%
	Neither agree nor disagree	12.9%	13.6%	13.0%
	Disagree	7.8%	16.7%	9.1%
Total		100.0%	100.0%	100.0%

**Q23f. OVERALL I AM SATISFIED WITH MY IMMEDIATE SUPERVISOR \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q23f. OVERALL I AM SATISFIED WITH MY IMMEDIATE SUPERVISOR	Agree	68.8%	76.3%	81.0%	78.4%
	Neither agree nor disagree	21.6%	9.9%	9.0%	9.8%
	Disagree	9.6%	13.8%	10.0%	11.9%
Total		100.0%	100.0%	100.0%	100.0%

**Q23f. OVERALL I AM SATISFIED WITH MY IMMEDIATE SUPERVISOR \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q23f. OVERALL I AM SATISFIED WITH MY IMMEDIATE SUPERVISOR	Agree	79.3%	73.3%	78.4%
	Neither agree nor disagree	9.5%	11.0%	9.8%
	Disagree	11.1%	15.7%	11.9%
Total		100.0%	100.0%	100.0%

**Q23f. OVERALL I AM SATISFIED WITH MY IMMEDIATE SUPERVISOR \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q23f. OVERALL I AM SATISFIED WITH MY IMMEDIATE SUPERVISOR	Agree	80.0%	68.8%	78.4%
	Neither agree nor disagree	9.5%	11.3%	9.8%
	Disagree	10.5%	19.9%	11.9%
Total		100.0%	100.0%	100.0%

**Q24a. MY COMMAND LEADERSHIP HAS ADEQUATE TRAINING/EXPERTISE \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q24a. MY COMMAND LEADERSHIP HAS ADEQUATE TRAINING/EXPERTISE	Agree	75.6%	87.3%	87.3%	87.0%
	Neither agree nor disagree	19.5%	6.1%	5.8%	6.3%
	Disagree	4.9%	4.8%	5.2%	5.0%
	Don't know		1.7%	1.7%	1.7%
Total		100.0%	100.0%	100.0%	100.0%

**Q24a. MY COMMAND LEADERSHIP HAS ADEQUATE TRAINING/EXPERTISE \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q24a. MY COMMAND LEADERSHIP HAS ADEQUATE TRAINING/EXPERTISE	Agree	87.4%	84.8%	87.0%
	Neither agree nor disagree	6.4%	5.8%	6.3%
	Disagree	4.7%	6.5%	5.0%
	Don't know	1.5%	2.9%	1.7%
Total		100.0%	100.0%	100.0%

**Q24a. MY COMMAND LEADERSHIP HAS ADEQUATE TRAINING/EXPERTISE \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q24a. MY COMMAND LEADERSHIP HAS ADEQUATE TRAINING/EXPERTISE	Agree	88.4%	78.4%	87.0%
	Neither agree nor disagree	5.7%	10.1%	6.3%
	Disagree	4.5%	8.2%	5.0%
	Don't know	1.4%	3.3%	1.7%
Total		100.0%	100.0%	100.0%

**Q24b. DEALS WELL WITH SUBORDINATES \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q24b. DEALS WELL WITH SUBORDINATES	Agree	78.2%	73.1%	74.3%	73.8%
	Neither agree nor disagree	13.2%	12.1%	12.1%	12.1%
	Disagree	8.6%	13.7%	11.6%	12.6%
	Don't know		1.0%	2.0%	1.5%
Total		100.0%	100.0%	100.0%	100.0%

**Q24b. DEALS WELL WITH SUBORDINATES \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q24b. DEALS WELL WITH SUBORDINATES	Agree	74.0%	72.8%	73.8%
	Neither agree nor disagree	11.9%	13.4%	12.1%
	Disagree	12.8%	11.4%	12.6%
	Don't know	1.3%	2.5%	1.5%
Total		100.0%	100.0%	100.0%

**Q24b. DEALS WELL WITH SUBORDINATES \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q24b. DEALS WELL WITH SUBORDINATES	Agree	75.9%	61.7%	73.8%
	Neither agree nor disagree	11.7%	15.0%	12.1%
	Disagree	11.5%	19.0%	12.6%
	Don't know	1.0%	4.2%	1.5%
Total		100.0%	100.0%	100.0%

**Q24c. DEALS WELL WITH SUPERIORS \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q24c. DEALS WELL WITH SUPERIORS	Agree	73.5%	73.9%	77.6%	75.7%
	Neither agree nor disagree	15.9%	13.4%	11.0%	12.3%
	Disagree	8.3%	5.1%	4.1%	4.7%
	Don't know	2.3%	7.7%	7.3%	7.3%
Total		100.0%	100.0%	100.0%	100.0%

**Q24c. DEALS WELL WITH SUPERIORS \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q24c. DEALS WELL WITH SUPERIORS	Agree	76.1%	73.5%	75.7%
	Neither agree nor disagree	12.1%	13.6%	12.3%
	Disagree	4.6%	5.1%	4.7%
	Don't know	7.2%	7.8%	7.3%
Total		100.0%	100.0%	100.0%

**Q24c. DEALS WELL WITH SUPERIORS \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q24c. DEALS WELL WITH SUPERIORS	Agree	77.2%	66.3%	75.7%
	Neither agree nor disagree	12.1%	13.5%	12.3%
	Disagree	4.1%	8.3%	4.7%
	Don't know	6.6%	11.9%	7.3%
Total		100.0%	100.0%	100.0%

**Q24d. PROVIDES ADEQUATE SUPPORT AND GUIDANCE \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q24d. PROVIDES ADEQUATE SUPPORT AND GUIDANCE	Agree	59.7%	69.5%	70.9%	69.9%
	Neither agree nor disagree	22.3%	15.5%	13.4%	14.7%
	Disagree	18.0%	14.1%	14.5%	14.4%
	Don't know		.9%	1.3%	1.0%
Total		100.0%	100.0%	100.0%	100.0%

**Q24d. PROVIDES ADEQUATE SUPPORT AND GUIDANCE \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q24d. PROVIDES ADEQUATE SUPPORT AND GUIDANCE	Agree	70.2%	68.5%	69.9%
	Neither agree nor disagree	14.3%	16.8%	14.7%
	Disagree	14.8%	12.1%	14.4%
	Don't know	.7%	2.6%	1.0%
Total		100.0%	100.0%	100.0%

**Q24d. PROVIDES ADEQUATE SUPPORT AND GUIDANCE \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q24d. PROVIDES ADEQUATE SUPPORT AND GUIDANCE	Agree	72.8%	52.9%	69.9%
	Neither agree nor disagree	13.4%	22.1%	14.7%
	Disagree	13.2%	21.5%	14.4%
	Don't know	.6%	3.5%	1.0%
Total		100.0%	100.0%	100.0%

**Q24e. IS RESPONSIVE TO SAILOR NEEDS AND CONCERNS \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q24e. IS RESPONSIVE TO SAILOR NEEDS AND CONCERNS	Agree	78.7%	76.6%	75.9%	76.3%
	Neither agree nor disagree	14.1%	12.5%	13.1%	12.8%
	Disagree	7.3%	9.6%	8.2%	8.8%
	Don't know		1.3%	2.8%	2.0%
Total		100.0%	100.0%	100.0%	100.0%

**Q24e. IS RESPONSIVE TO SAILOR NEEDS AND CONCERNS \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q24e. IS RESPONSIVE TO SAILOR NEEDS AND CONCERNS	Agree	76.7%	74.4%	76.3%
	Neither agree nor disagree	12.7%	13.4%	12.8%
	Disagree	8.7%	9.7%	8.8%
	Don't know	1.9%	2.6%	2.0%
Total		100.0%	100.0%	100.0%

**Q24e. IS RESPONSIVE TO SAILOR NEEDS AND CONCERNS \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q24e. IS RESPONSIVE TO SAILOR NEEDS AND CONCERNS	Agree	78.6%	62.7%	76.3%
	Neither agree nor disagree	12.3%	15.8%	12.8%
	Disagree	7.2%	18.5%	8.8%
	Don't know	1.9%	3.0%	2.0%
Total		100.0%	100.0%	100.0%



**Q24f. OVERALL I AM SATISFIED WITH MY COMMAND LEADERSHIP \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q24f. OVERALL I AM SATISFIED WITH MY COMMAND LEADERSHIP	Agree	69.5%	74.7%	75.2%	74.8%
	Neither agree nor disagree	19.6%	12.7%	11.9%	12.5%
	Disagree	10.9%	12.2%	12.1%	12.1%
	Don't know		.4%	.8%	.6%
Total		100.0%	100.0%	100.0%	100.0%

**Q24f. OVERALL I AM SATISFIED WITH MY COMMAND LEADERSHIP \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q24f. OVERALL I AM SATISFIED WITH MY COMMAND LEADERSHIP	Agree	75.0%	73.4%	74.8%
	Neither agree nor disagree	12.2%	14.0%	12.5%
	Disagree	12.4%	10.4%	12.1%
	Don't know	.3%	2.2%	.6%
Total		100.0%	100.0%	100.0%

**Q24f. OVERALL I AM SATISFIED WITH MY COMMAND LEADERSHIP \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q24f. OVERALL I AM SATISFIED WITH MY COMMAND LEADERSHIP	Agree	77.2%	60.4%	74.8%
	Neither agree nor disagree	12.0%	15.6%	12.5%
	Disagree	10.5%	21.7%	12.1%
	Don't know	.3%	2.2%	.6%
Total		100.0%	100.0%	100.0%

**Q25a. NAVY COMMUNICATES GOALS AND STRATEGIES FOR FUTURE \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q25a. NAVY COMMUNICATES GOALS AND STRATEGIES FOR FUTURE	Agree	56.6%	57.4%	55.6%	56.5%
	Neither agree nor disagree	22.8%	20.9%	18.9%	20.0%
	Disagree	20.6%	21.7%	25.5%	23.5%
Total		100.0%	100.0%	100.0%	100.0%

**Q25a. NAVY COMMUNICATES GOALS AND STRATEGIES FOR FUTURE \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q25a. NAVY COMMUNICATES GOALS AND STRATEGIES FOR FUTURE	Agree	57.0%	53.8%	56.5%
	Neither agree nor disagree	19.9%	20.4%	20.0%
	Disagree	23.1%	25.8%	23.5%
Total		100.0%	100.0%	100.0%

**Q25a. NAVY COMMUNICATES GOALS AND STRATEGIES FOR FUTURE \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q25a. NAVY COMMUNICATES GOALS AND STRATEGIES FOR FUTURE	Agree	55.9%	60.4%	56.5%
	Neither agree nor disagree	20.4%	17.4%	20.0%
	Disagree	23.7%	22.2%	23.5%
Total		100.0%	100.0%	100.0%

**Q25b. SENIOR LEADERSHIP COMMUNICATES CHANGES THAT WILL AFFECT A SAILORS CAREER \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q25b. SENIOR LEADERSHIP COMMUNICATES CHANGES THAT WILL AFFECT A SAILORS CAREER	Agree	63.0%	58.6%	59.3%	59.1%
	Neither agree nor disagree	27.4%	21.1%	18.7%	20.1%
	Disagree	9.6%	20.3%	22.0%	20.9%
Total		100.0%	100.0%	100.0%	100.0%

**Q25b. SENIOR LEADERSHIP COMMUNICATES CHANGES THAT WILL AFFECT A SAILORS CAREER \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q25b. SENIOR LEADERSHIP COMMUNICATES CHANGES THAT WILL AFFECT A SAILORS CAREER	Agree	58.8%	60.6%	59.1%
	Neither agree nor disagree	20.2%	19.5%	20.1%
	Disagree	21.0%	19.9%	20.9%
Total		100.0%	100.0%	100.0%

**Q25b. SENIOR LEADERSHIP COMMUNICATES CHANGES THAT WILL AFFECT A SAILORS CAREER \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q25b. SENIOR LEADERSHIP COMMUNICATES CHANGES THAT WILL AFFECT A SAILORS CAREER	Agree	58.8%	60.8%	59.1%
	Neither agree nor disagree	20.9%	15.3%	20.1%
	Disagree	20.3%	23.9%	20.9%
Total		100.0%	100.0%	100.0%

**Q25c. LEADERSHIP COMMUNICATES A POSITIVE ATTITUDE ABOUT THE NAVY \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q25c. LEADERSHIP COMMUNICATES A POSITIVE ATTITUDE ABOUT THE NAVY	Agree	88.4%	84.1%	81.8%	83.1%
	Neither agree nor disagree	9.0%	10.5%	14.6%	12.5%
	Disagree	2.6%	5.4%	3.6%	4.4%
Total		100.0%	100.0%	100.0%	100.0%

**Q25c. LEADERSHIP COMMUNICATES A POSITIVE ATTITUDE ABOUT THE NAVY \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q25c. LEADERSHIP COMMUNICATES A POSITIVE ATTITUDE ABOUT THE NAVY	Agree	83.6%	80.7%	83.1%
	Neither agree nor disagree	12.4%	12.9%	12.5%
	Disagree	4.1%	6.4%	4.4%
Total		100.0%	100.0%	100.0%

**Q25c. LEADERSHIP COMMUNICATES A POSITIVE ATTITUDE ABOUT THE NAVY \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q25c. LEADERSHIP COMMUNICATES A POSITIVE ATTITUDE ABOUT THE NAVY	Agree	85.1%	71.1%	83.1%
	Neither agree nor disagree	11.5%	18.0%	12.5%
	Disagree	3.4%	10.9%	4.4%
Total		100.0%	100.0%	100.0%

**Q25d. COMMAND LEADERSHIP INFORMS ME ABOUT POLICIES THAT MAY AFFECT MY CAREER \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q25d. COMMAND LEADERSHIP INFORMS ME ABOUT POLICIES THAT MAY AFFECT MY CAREER	Agree	57.1%	69.1%	65.7%	67.2%
	Neither agree nor disagree	32.2%	18.1%	21.7%	20.2%
	Disagree	10.7%	12.7%	12.6%	12.6%
Total		100.0%	100.0%	100.0%	100.0%

**Q25d. COMMAND LEADERSHIP INFORMS ME ABOUT POLICIES THAT MAY AFFECT MY CAREER \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q25d. COMMAND LEADERSHIP INFORMS ME ABOUT POLICIES THAT MAY AFFECT MY CAREER	Agree	67.8%	63.9%	67.2%
	Neither agree nor disagree	20.6%	18.0%	20.2%
	Disagree	11.6%	18.0%	12.6%
Total		100.0%	100.0%	100.0%

**Q25d. COMMAND LEADERSHIP INFORMS ME ABOUT POLICIES THAT MAY AFFECT MY CAREER \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q25d. COMMAND LEADERSHIP INFORMS ME ABOUT POLICIES THAT MAY AFFECT MY CAREER	Agree	68.0%	62.5%	67.2%
	Neither agree nor disagree	20.7%	17.4%	20.2%
	Disagree	11.4%	20.1%	12.6%
Total		100.0%	100.0%	100.0%

**Q25e. IN THE LAST 6 MONTHS, SOMEONE HAS TOLD ME ABOUT NEW CAREER INITIATIVES \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q25e. IN THE LAST 6 MONTHS, SOMEONE HAS TOLD ME ABOUT NEW CAREER INITIATIVES	Agree	41.5%	50.6%	46.5%	48.4%
	Neither agree nor disagree	18.1%	15.2%	18.7%	17.0%
	Disagree	40.4%	34.1%	34.8%	34.6%
Total		100.0%	100.0%	100.0%	100.0%

**Q25e. IN THE LAST 6 MONTHS, SOMEONE HAS TOLD ME ABOUT NEW CAREER INITIATIVES \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q25e. IN THE LAST 6 MONTHS, SOMEONE HAS TOLD ME ABOUT NEW CAREER INITIATIVES	Agree	47.8%	51.4%	48.4%
	Neither agree nor disagree	16.8%	17.9%	17.0%
	Disagree	35.4%	30.7%	34.6%
Total		100.0%	100.0%	100.0%

**Q25e. IN THE LAST 6 MONTHS, SOMEONE HAS TOLD ME ABOUT NEW CAREER INITIATIVES \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q25e. IN THE LAST 6 MONTHS, SOMEONE HAS TOLD ME ABOUT NEW CAREER INITIATIVES	Agree	49.6%	41.2%	48.4%
	Neither agree nor disagree	17.6%	13.6%	17.0%
	Disagree	32.9%	45.2%	34.6%
Total		100.0%	100.0%	100.0%

**Q25f. IN THE LAST 6 MONTHS, I HAVE HEARD RUMORS ABOUT NEW POLICIES \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q25f. IN THE LAST 6 MONTHS, I HAVE HEARD RUMORS ABOUT NEW POLICIES	Agree	27.9%	46.4%	42.8%	44.2%
	Neither agree nor disagree	32.2%	22.9%	25.7%	24.5%
	Disagree	40.0%	30.7%	31.5%	31.3%
Total		100.0%	100.0%	100.0%	100.0%

**Q25f. IN THE LAST 6 MONTHS, I HAVE HEARD RUMORS ABOUT NEW POLICIES \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q25f. IN THE LAST 6 MONTHS, I HAVE HEARD RUMORS ABOUT NEW POLICIES	Agree	44.4%	42.9%	44.2%
	Neither agree nor disagree	24.9%	22.2%	24.5%
	Disagree	30.6%	34.9%	31.3%
Total		100.0%	100.0%	100.0%

**Q25f. IN THE LAST 6 MONTHS, I HAVE HEARD RUMORS ABOUT NEW POLICIES \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q25f. IN THE LAST 6 MONTHS, I HAVE HEARD RUMORS ABOUT NEW POLICIES	Agree	43.9%	45.9%	44.2%
	Neither agree nor disagree	25.0%	21.3%	24.5%
	Disagree	31.1%	32.7%	31.3%
Total		100.0%	100.0%	100.0%

**Q26a. I FEEL POSITIVE ABOUT MY FUTURE NAVY CAREER \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q26a. I FEEL POSITIVE ABOUT MY FUTURE NAVY CAREER	Agree	65.8%	61.1%	62.0%	61.6%
	Neither agree nor disagree	14.1%	16.6%	18.2%	17.3%
	Disagree	20.1%	22.4%	19.8%	21.0%
Total		100.0%	100.0%	100.0%	100.0%

**Q26a. I FEEL POSITIVE ABOUT MY FUTURE NAVY CAREER \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q26a. I FEEL POSITIVE ABOUT MY FUTURE NAVY CAREER	Agree	61.4%	63.0%	61.6%
	Neither agree nor disagree	17.5%	16.3%	17.3%
	Disagree	21.1%	20.7%	21.0%
Total		100.0%	100.0%	100.0%

**Q26a. I FEEL POSITIVE ABOUT MY FUTURE NAVY CAREER \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q26a. I FEEL POSITIVE ABOUT MY FUTURE NAVY CAREER	Agree	63.0%	53.2%	61.6%
	Neither agree nor disagree	16.5%	22.4%	17.3%
	Disagree	20.5%	24.4%	21.0%
Total		100.0%	100.0%	100.0%

**Q26b. THE NAVY IS DOING ALL IT CAN TO PROTECT MY JOB \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q26b. THE NAVY IS DOING ALL IT CAN TO PROTECT MY JOB	Agree	32.7%	41.4%	43.0%	41.9%
	Neither agree nor disagree	43.4%	33.4%	27.5%	30.8%
	Disagree	23.9%	25.2%	29.6%	27.3%
Total		100.0%	100.0%	100.0%	100.0%

**Q26b. THE NAVY IS DOING ALL IT CAN TO PROTECT MY JOB \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q26b. THE NAVY IS DOING ALL IT CAN TO PROTECT MY JOB	Agree	41.5%	44.3%	41.9%
	Neither agree nor disagree	30.1%	34.6%	30.8%
	Disagree	28.4%	21.1%	27.3%
Total		100.0%	100.0%	100.0%

**Q26b. THE NAVY IS DOING ALL IT CAN TO PROTECT MY JOB \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q26b. THE NAVY IS DOING ALL IT CAN TO PROTECT MY JOB	Agree	42.1%	41.1%	41.9%
	Neither agree nor disagree	31.3%	27.6%	30.8%
	Disagree	26.6%	31.3%	27.3%
Total		100.0%	100.0%	100.0%

**Q26c. MY FUTURE IN THE NAVY APPEARS SECURE \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q26c. MY FUTURE IN THE NAVY APPEARS SECURE	Agree	62.3%	69.7%	61.6%	65.6%
	Neither agree nor disagree	26.0%	12.9%	17.2%	15.3%
	Disagree	11.7%	17.3%	21.2%	19.1%
Total		100.0%	100.0%	100.0%	100.0%

**Q26c. MY FUTURE IN THE NAVY APPEARS SECURE \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q26c. MY FUTURE IN THE NAVY APPEARS SECURE	Agree	65.3%	67.1%	65.6%
	Neither agree nor disagree	15.5%	14.7%	15.3%
	Disagree	19.2%	18.2%	19.1%
Total		100.0%	100.0%	100.0%

**Q26c. MY FUTURE IN THE NAVY APPEARS SECURE \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q26c. MY FUTURE IN THE NAVY APPEARS SECURE	Agree	67.0%	57.4%	65.6%
	Neither agree nor disagree	14.6%	19.7%	15.3%
	Disagree	18.4%	23.0%	19.1%
Total		100.0%	100.0%	100.0%

**Q26d. I WOULD BE WILLING TO CHANGE MY RATE/DESIGNATOR \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q26d. I WOULD BE WILLING TO CHANGE MY RATE/DESIGNATOR	Agree	25.4%	34.4%	26.1%	30.2%
	Neither agree nor disagree	31.8%	19.8%	24.0%	22.1%
	Disagree	42.8%	45.8%	49.9%	47.7%
Total		100.0%	100.0%	100.0%	100.0%

**Q26d. I WOULD BE WILLING TO CHANGE MY RATE/DESIGNATOR \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q26d. I WOULD BE WILLING TO CHANGE MY RATE/DESIGNATOR	Agree	29.3%	34.9%	30.2%
	Neither agree nor disagree	22.0%	22.7%	22.1%
	Disagree	48.7%	42.4%	47.7%
Total		100.0%	100.0%	100.0%



**Q26d. I WOULD BE WILLING TO CHANGE MY RATE/DESIGNATOR \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q26d. I WOULD BE WILLING TO CHANGE MY RATE/DESIGNATOR	Agree	31.3%	23.5%	30.2%
	Neither agree nor disagree	22.4%	20.5%	22.1%
	Disagree	46.3%	56.0%	47.7%
Total		100.0%	100.0%	100.0%

**Q26e. I AM CONCERNED THAT SOME OF MY FELLOW SAILORS MAY LOSE THEIR JOBS \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q26e. I AM CONCERNED THAT SOME OF MY FELLOW SAILORS MAY LOSE THEIR JOBS	Agree	39.2%	40.2%	43.3%	41.7%
	Neither agree nor disagree	44.6%	25.1%	30.7%	28.3%
	Disagree	16.2%	34.7%	26.0%	30.0%
Total		100.0%	100.0%	100.0%	100.0%

**Q26e. I AM CONCERNED THAT SOME OF MY FELLOW SAILORS MAY LOSE THEIR JOBS \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q26e. I AM CONCERNED THAT SOME OF MY FELLOW SAILORS MAY LOSE THEIR JOBS	Agree	42.0%	40.3%	41.7%
	Neither agree nor disagree	28.1%	29.5%	28.3%
	Disagree	29.9%	30.2%	30.0%
Total		100.0%	100.0%	100.0%

**Q26e. I AM CONCERNED THAT SOME OF MY FELLOW SAILORS MAY LOSE THEIR JOBS \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q26e. I AM CONCERNED THAT SOME OF MY FELLOW SAILORS MAY LOSE THEIR JOBS	Agree	41.8%	41.2%	41.7%
	Neither agree nor disagree	29.0%	24.1%	28.3%
	Disagree	29.2%	34.8%	30.0%
Total		100.0%	100.0%	100.0%

**Q26f. I AM CONCERNED THAT FUTURE POLICIES WILL HURT MY JOB \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q26f. I AM CONCERNED THAT FUTURE POLICIES WILL HURT MY JOB	Agree	37.3%	39.7%	44.9%	42.2%
	Neither agree nor disagree	37.0%	29.3%	30.9%	30.3%
	Disagree	25.6%	30.9%	24.1%	27.5%
Total		100.0%	100.0%	100.0%	100.0%

**Q26f. I AM CONCERNED THAT FUTURE POLICIES WILL HURT MY JOB \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q26f. I AM CONCERNED THAT FUTURE POLICIES WILL HURT MY JOB	Agree	42.0%	43.2%	42.2%
	Neither agree nor disagree	30.5%	29.1%	30.3%
	Disagree	27.4%	27.7%	27.5%
Total		100.0%	100.0%	100.0%

**Q26f. I AM CONCERNED THAT FUTURE POLICIES WILL HURT MY JOB \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q26f. I AM CONCERNED THAT FUTURE POLICIES WILL HURT MY JOB	Agree	42.6%	39.9%	42.2%
	Neither agree nor disagree	30.7%	27.8%	30.3%
	Disagree	26.7%	32.3%	27.5%
Total		100.0%	100.0%	100.0%

**Q27a. THE NAVYS PERSONNEL POLICIES SEEM FAIR TO ME \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q27a. THE NAVYS PERSONNEL POLICIES SEEM FAIR TO ME	Agree	66.0%	63.4%	65.7%	64.6%
	Neither agree nor disagree	18.8%	20.9%	17.9%	19.4%
	Disagree	15.2%	15.6%	16.3%	16.0%
Total		100.0%	100.0%	100.0%	100.0%

**Q27a. THE NAVYS PERSONNEL POLICIES SEEM FAIR TO ME \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q27a. THE NAVYS PERSONNEL POLICIES SEEM FAIR TO ME	Agree	64.4%	65.6%	64.6%
	Neither agree nor disagree	19.8%	17.7%	19.4%
	Disagree	15.8%	16.8%	16.0%
Total		100.0%	100.0%	100.0%

**Q27a. THE NAVYS PERSONNEL POLICIES SEEM FAIR TO ME \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q27a. THE NAVYS PERSONNEL POLICIES SEEM FAIR TO ME	Agree	65.7%	57.8%	64.6%
	Neither agree nor disagree	18.4%	25.7%	19.4%
	Disagree	15.9%	16.5%	16.0%
Total		100.0%	100.0%	100.0%

**Q27b. THE NAVYS POLICIES ARE RETAINING THE BEST QUALITY SAILORS \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q27b. THE NAVYS POLICIES ARE RETAINING THE BEST QUALITY SAILORS	Agree	32.0%	32.7%	46.1%	39.2%
	Neither agree nor disagree	36.6%	22.4%	24.1%	23.6%
	Disagree	31.4%	44.9%	29.9%	37.2%
Total		100.0%	100.0%	100.0%	100.0%

**Q27b. THE NAVYS POLICIES ARE RETAINING THE BEST QUALITY SAILORS \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q27b. THE NAVYS POLICIES ARE RETAINING THE BEST QUALITY SAILORS	Agree	39.3%	38.9%	39.2%
	Neither agree nor disagree	24.0%	21.5%	23.6%
	Disagree	36.8%	39.7%	37.2%
Total		100.0%	100.0%	100.0%

**Q27b. THE NAVYS POLICIES ARE RETAINING THE BEST QUALITY SAILORS \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q27b. THE NAVYS POLICIES ARE RETAINING THE BEST QUALITY SAILORS	Agree	40.5%	31.2%	39.2%
	Neither agree nor disagree	23.2%	25.7%	23.6%
	Disagree	36.3%	43.2%	37.2%
Total		100.0%	100.0%	100.0%

**Q27c. I TRUST THE NAVY TO LOOK OUT FOR MY BEST INTERESTS \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q27c. I TRUST THE NAVY TO LOOK OUT FOR MY BEST INTERESTS	Agree	27.2%	23.1%	24.7%	24.0%
	Neither agree nor disagree	46.1%	29.4%	29.6%	29.9%
	Disagree	26.8%	47.5%	45.7%	46.1%
Total		100.0%	100.0%	100.0%	100.0%

**Q27c. I TRUST THE NAVY TO LOOK OUT FOR MY BEST INTERESTS \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q27c. I TRUST THE NAVY TO LOOK OUT FOR MY BEST INTERESTS	Agree	23.8%	24.9%	24.0%
	Neither agree nor disagree	29.5%	32.3%	29.9%
	Disagree	46.7%	42.8%	46.1%
Total		100.0%	100.0%	100.0%

**Q27c. I TRUST THE NAVY TO LOOK OUT FOR MY BEST INTERESTS \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q27c. I TRUST THE NAVY TO LOOK OUT FOR MY BEST INTERESTS	Agree	24.2%	22.8%	24.0%
	Neither agree nor disagree	30.3%	27.3%	29.9%
	Disagree	45.5%	49.9%	46.1%
Total		100.0%	100.0%	100.0%

**Q27d. POLICIES THAT AFFECT THE NAVYS SIZE WILL BE FAIR AND CONSISTENT \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q27d. POLICIES THAT AFFECT THE NAVYS SIZE WILL BE FAIR AND CONSISTENT	Agree	40.5%	40.8%	40.7%	40.8%
	Neither agree nor disagree	33.8%	30.5%	29.0%	29.8%
	Disagree	25.7%	28.7%	30.3%	29.4%
Total		100.0%	100.0%	100.0%	100.0%

**Q27d. POLICIES THAT AFFECT THE NAVYS SIZE WILL BE FAIR AND CONSISTENT \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q27d. POLICIES THAT AFFECT THE NAVYS SIZE WILL BE FAIR AND CONSISTENT	Agree	41.3%	37.9%	40.8%
	Neither agree nor disagree	29.8%	30.1%	29.8%
	Disagree	28.9%	32.0%	29.4%
Total		100.0%	100.0%	100.0%

**Q27d. POLICIES THAT AFFECT THE NAVYS SIZE WILL BE FAIR AND CONSISTENT \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q27d. POLICIES THAT AFFECT THE NAVYS SIZE WILL BE FAIR AND CONSISTENT	Agree	42.3%	31.3%	40.8%
	Neither agree nor disagree	28.9%	35.4%	29.8%
	Disagree	28.7%	33.3%	29.4%
Total		100.0%	100.0%	100.0%

**Q28a. I WOULD ENCOURAGE OTHER TO JOIN THE NAVY \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q28a. I WOULD ENCOURAGE OTHER TO JOIN THE NAVY	Agree	70.7%	66.8%	71.2%	69.0%
	Neither agree nor disagree	20.5%	17.6%	14.8%	16.3%
	Disagree	8.8%	15.5%	14.0%	14.6%
Total		100.0%	100.0%	100.0%	100.0%

**Q28a. I WOULD ENCOURAGE OTHER TO JOIN THE NAVY \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q28a. I WOULD ENCOURAGE OTHER TO JOIN THE NAVY	Agree	68.6%	71.6%	69.0%
	Neither agree nor disagree	16.9%	13.3%	16.3%
	Disagree	14.5%	15.1%	14.6%
Total		100.0%	100.0%	100.0%

**Q28a. I WOULD ENCOURAGE OTHER TO JOIN THE NAVY \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q28a. I WOULD ENCOURAGE OTHER TO JOIN THE NAVY	Agree	70.3%	61.7%	69.0%
	Neither agree nor disagree	16.3%	16.7%	16.3%
	Disagree	13.5%	21.6%	14.6%
Total		100.0%	100.0%	100.0%

**Q28b. I TALK ABOUT THE NAVY AS A GOOD ORGANIZATION \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q28b. I TALK ABOUT THE NAVY AS A GOOD ORGANIZATION	Agree	85.7%	76.6%	83.3%	80.1%
	Neither agree nor disagree	9.4%	14.0%	12.0%	12.9%
	Disagree	4.9%	9.4%	4.7%	7.0%
Total		100.0%	100.0%	100.0%	100.0%

**Q28b. I TALK ABOUT THE NAVY AS A GOOD ORGANIZATION \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q28b. I TALK ABOUT THE NAVY AS A GOOD ORGANIZATION	Agree	79.9%	81.2%	80.1%
	Neither agree nor disagree	13.4%	10.5%	12.9%
	Disagree	6.8%	8.2%	7.0%
Total		100.0%	100.0%	100.0%

**Q28b. I TALK ABOUT THE NAVY AS A GOOD ORGANIZATION \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q28b. I TALK ABOUT THE NAVY AS A GOOD ORGANIZATION	Agree	81.0%	74.5%	80.1%
	Neither agree nor disagree	12.8%	13.7%	12.9%
	Disagree	6.2%	11.8%	7.0%
Total		100.0%	100.0%	100.0%

**Q28c. I WOULD RECOMMEND THE NAVY AS A GOOD PLACE TO WORK \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q28c. I WOULD RECOMMEND THE NAVY AS A GOOD PLACE TO WORK	Agree	80.2%	69.1%	75.3%	72.4%
	Neither agree nor disagree	15.1%	17.5%	16.7%	17.0%
	Disagree	4.7%	13.5%	8.1%	10.6%
Total		100.0%	100.0%	100.0%	100.0%

**Q28c. I WOULD RECOMMEND THE NAVY AS A GOOD PLACE TO WORK \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q28c. I WOULD RECOMMEND THE NAVY AS A GOOD PLACE TO WORK	Agree	71.8%	75.2%	72.4%
	Neither agree nor disagree	17.6%	13.7%	17.0%
	Disagree	10.6%	11.0%	10.6%
Total		100.0%	100.0%	100.0%

**Q28c. I WOULD RECOMMEND THE NAVY AS A GOOD PLACE TO WORK \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q28c. I WOULD RECOMMEND THE NAVY AS A GOOD PLACE TO WORK	Agree	73.4%	66.1%	72.4%
	Neither agree nor disagree	16.9%	17.8%	17.0%
	Disagree	9.7%	16.1%	10.6%
Total		100.0%	100.0%	100.0%

**Q28d. I WOULD CONSIDER WEARING CIVILIAN CLOTHING WITH NAVY LOGOS \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q28d. I WOULD CONSIDER WEARING CIVILIAN CLOTHING WITH NAVY LOGOS	Agree	61.3%	63.0%	65.0%	64.0%
	Neither agree nor disagree	11.7%	12.2%	14.2%	13.2%
	Disagree	27.0%	24.8%	20.7%	22.9%
Total		100.0%	100.0%	100.0%	100.0%

**Q28d. I WOULD CONSIDER WEARING CIVILIAN CLOTHING WITH NAVY LOGOS \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q28d. I WOULD CONSIDER WEARING CIVILIAN CLOTHING WITH NAVY LOGOS	Agree	64.4%	61.5%	64.0%
	Neither agree nor disagree	13.2%	13.1%	13.2%
	Disagree	22.4%	25.4%	22.9%
Total		100.0%	100.0%	100.0%

**Q28d. I WOULD CONSIDER WEARING CIVILIAN CLOTHING WITH NAVY LOGOS \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q28d. I WOULD CONSIDER WEARING CIVILIAN CLOTHING WITH NAVY LOGOS	Agree	63.6%	66.0%	64.0%
	Neither agree nor disagree	13.7%	10.1%	13.2%
	Disagree	22.7%	23.9%	22.9%
Total		100.0%	100.0%	100.0%

**Q28e. INFORMATION ABOUT THE NAVY FROM NON-NAVY SOURCES IS USUALLY POSITIVE \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q28e. INFORMATION ABOUT THE NAVY FROM NON-NAVY SOURCES IS USUALLY POSITIVE	Agree	70.8%	63.7%	67.4%	65.7%
	Neither agree nor disagree	17.8%	24.9%	23.4%	24.0%
	Disagree	11.4%	11.4%	9.1%	10.3%
Total		100.0%	100.0%	100.0%	100.0%



**Q28e. INFORMATION ABOUT THE NAVY FROM NON-NAVY SOURCES IS USUALLY POSITIVE \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q28e. INFORMATION ABOUT THE NAVY FROM NON-NAVY SOURCES IS USUALLY POSITIVE	Agree	64.8%	70.5%	65.7%
	Neither agree nor disagree	25.1%	18.4%	24.0%
	Disagree	10.1%	11.1%	10.3%
Total		100.0%	100.0%	100.0%

**Q28e. INFORMATION ABOUT THE NAVY FROM NON-NAVY SOURCES IS USUALLY POSITIVE \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q28e. INFORMATION ABOUT THE NAVY FROM NON-NAVY SOURCES IS USUALLY POSITIVE	Agree	65.7%	65.8%	65.7%
	Neither agree nor disagree	24.4%	21.9%	24.0%
	Disagree	9.9%	12.3%	10.3%
Total		100.0%	100.0%	100.0%

**Q28f. INFORMATION ABOUT THE NAVY FROM FELLOW SAILORS IS USUALLY POSITIVE \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q28f. INFORMATION ABOUT THE NAVY FROM FELLOW SAILORS IS USUALLY POSITIVE	Agree	56.1%	38.1%	55.2%	46.8%
	Neither agree nor disagree	29.0%	32.3%	26.2%	29.3%
	Disagree	14.9%	29.6%	18.6%	23.9%
Total		100.0%	100.0%	100.0%	100.0%

**Q28f. INFORMATION ABOUT THE NAVY FROM FELLOW SAILORS IS USUALLY POSITIVE \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q28f. INFORMATION ABOUT THE NAVY FROM FELLOW SAILORS IS USUALLY POSITIVE	Agree	47.6%	43.1%	46.8%
	Neither agree nor disagree	28.7%	32.1%	29.3%
	Disagree	23.7%	24.8%	23.9%
Total		100.0%	100.0%	100.0%

**Q28f. INFORMATION ABOUT THE NAVY FROM FELLOW SAILORS IS USUALLY POSITIVE \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q28f. INFORMATION ABOUT THE NAVY FROM FELLOW SAILORS IS USUALLY POSITIVE	Agree	47.1%	45.1%	46.8%
	Neither agree nor disagree	30.5%	21.8%	29.3%
	Disagree	22.3%	33.2%	23.9%
Total		100.0%	100.0%	100.0%

**Q28g. NAVY OF TOMORROW WILL BE BETTER THAN THE NAVY TODAY \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q28g. NAVY OF TOMORROW WILL BE BETTER THAN THE NAVY TODAY	Agree	25.4%	38.0%	43.5%	40.3%
	Neither agree nor disagree	47.5%	42.7%	40.3%	41.7%
	Disagree	27.1%	19.3%	16.2%	18.0%
Total		100.0%	100.0%	100.0%	100.0%

**Q28g. NAVY OF TOMORROW WILL BE BETTER THAN THE NAVY TODAY \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q28g. NAVY OF TOMORROW WILL BE BETTER THAN THE NAVY TODAY	Agree	39.4%	45.0%	40.3%
	Neither agree nor disagree	42.7%	36.1%	41.7%
	Disagree	17.9%	18.9%	18.0%
Total		100.0%	100.0%	100.0%

**Q28g. NAVY OF TOMORROW WILL BE BETTER THAN THE NAVY TODAY \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q28g. NAVY OF TOMORROW WILL BE BETTER THAN THE NAVY TODAY	Agree	41.1%	36.0%	40.3%
	Neither agree nor disagree	41.2%	44.4%	41.7%
	Disagree	17.8%	19.6%	18.0%
Total		100.0%	100.0%	100.0%

**Q29a. HOW WOULD YOU RATE NAVY TONE? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q29a. HOW WOULD YOU RATE NAVY TONE?	High	33.0%	31.9%	39.3%	35.5%
	Medium	62.2%	54.1%	47.6%	51.2%
	Low	4.9%	14.0%	13.1%	13.3%
Total		100.0%	100.0%	100.0%	100.0%

**Q29a. HOW WOULD YOU RATE NAVY TONE? \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q29a. HOW WOULD YOU RATE NAVY TONE?	High	35.3%	36.3%	35.5%
	Medium	51.2%	51.0%	51.2%
	Low	13.5%	12.7%	13.3%
Total		100.0%	100.0%	100.0%

**Q29a. HOW WOULD YOU RATE NAVY TONE? \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q29a. HOW WOULD YOU RATE NAVY TONE?	High	36.7%	28.2%	35.5%
	Medium	50.6%	55.0%	51.2%
	Low	12.8%	16.8%	13.3%
Total		100.0%	100.0%	100.0%

**Q29b. HOW WOULD RATE YOUR COMMANDS TONE? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q29b. HOW WOULD RATE YOUR COMMANDS TONE?	High	35.6%	45.9%	52.3%	48.7%
	Medium	51.1%	35.7%	32.3%	34.4%
	Low	13.2%	18.4%	15.4%	16.8%
Total		100.0%	100.0%	100.0%	100.0%

**Q29b. HOW WOULD RATE YOUR COMMANDS TONE? \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q29b. HOW WOULD RATE YOUR COMMANDS TONE?	High	48.6%	49.5%	48.7%
	Medium	34.9%	31.9%	34.4%
	Low	16.5%	18.6%	16.8%
Total		100.0%	100.0%	100.0%

**Q29b. HOW WOULD RATE YOUR COMMANDS TONE? \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q29b. HOW WOULD RATE YOUR COMMANDS TONE?	High	51.4%	32.9%	48.7%
	Medium	33.4%	40.5%	34.4%
	Low	15.2%	26.6%	16.8%
Total		100.0%	100.0%	100.0%

**Q32. ARE IN YOUR FIRST ENLISTMENT, INITIAL OBLIGATION, OR FIRST TERM OF SERVICE? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q32. ARE IN YOUR FIRST ENLISTMENT, INITIAL OBLIGATION, OR FIRST TERM OF SERVICE?	Yes	2.4%	39.8%	5.4%	22.2%
	No	97.6%	60.2%	94.6%	77.8%
Total		100.0%	100.0%	100.0%	100.0%

**Q32. ARE IN YOUR FIRST ENLISTMENT, INITIAL OBLIGATION, OR FIRST TERM OF SERVICE? \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q32. ARE IN YOUR FIRST ENLISTMENT, INITIAL OBLIGATION, OR FIRST TERM OF SERVICE?	Yes	21.6%	25.2%	22.2%
	No	78.4%	74.8%	77.8%
Total		100.0%	100.0%	100.0%

**Q32. ARE IN YOUR FIRST ENLISTMENT, INITIAL OBLIGATION, OR FIRST TERM OF SERVICE? \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q32. ARE IN YOUR FIRST ENLISTMENT, INITIAL OBLIGATION, OR FIRST TERM OF SERVICE?	Yes	21.2%	27.9%	22.2%
	No	78.8%	72.1%	77.8%
	Total	100.0%	100.0%	100.0%

**Q33a. HOW DOES ACCESS TO TRAINING PROGRAMS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q33a. HOW DOES ACCESS TO TRAINING PROGRAMS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY?	Likely to stay	24.3%	43.9%	38.6%	40.8%
	No effect	57.0%	50.7%	53.2%	52.1%
	Likely to leave	9.3%	2.5%	1.9%	2.4%
	Does not apply	9.4%	2.9%	6.3%	4.7%
	Total	100.0%	100.0%	100.0%	100.0%

**Q33a. HOW DOES ACCESS TO TRAINING PROGRAMS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q33a. HOW DOES ACCESS TO TRAINING PROGRAMS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY?	Likely to stay	40.1%	45.3%	40.8%
	No effect	53.2%	45.5%	52.1%
	Likely to leave	2.2%	3.7%	2.4%
	Does not apply	4.6%	5.5%	4.7%
	Total	100.0%	100.0%	100.0%

**Q33b. HOW DOES ACCESS TO COLLEGE OR GRADUATE PROGRAMS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q33b. HOW DOES ACCESS TO COLLEGE OR GRADUATE PROGRAMS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY?	Likely to stay	30.9%	69.7%	47.2%	57.8%
	No effect	52.7%	22.8%	41.4%	32.5%
	Likely to leave	9.3%	4.8%	2.9%	4.0%
	Does not apply	7.0%	2.7%	8.5%	5.6%
	Total	100.0%	100.0%	100.0%	100.0%

**Q33b. HOW DOES ACCESS TO COLLEGE OR GRADUATE PROGRAMS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q33b. HOW DOES ACCESS TO COLLEGE OR GRADUATE PROGRAMS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY?	Likely to stay	58.2%	55.4%	57.8%
	No effect	32.0%	35.6%	32.5%
	Likely to leave	4.1%	3.2%	4.0%
	Does not apply	5.6%	5.8%	5.6%
	Total	100.0%	100.0%	100.0%

**Q33c. HOW DOES THE LOCATION OF YOUR NEXT DUTY ASSIGNMENT INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q33c. HOW DOES THE LOCATION OF YOUR NEXT DUTY ASSIGNMENT INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY?	Likely to stay	58.7%	70.7%	69.9%	70.0%
	No effect	22.8%	15.7%	17.8%	16.9%
	Likely to leave	13.7%	11.0%	8.2%	9.7%
	Does not apply	4.7%	2.7%	4.1%	3.4%
	Total	100.0%	100.0%	100.0%	100.0%

**Q33c. HOW DOES THE LOCATION OF YOUR NEXT DUTY ASSIGNMENT INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q33c. HOW DOES THE LOCATION OF YOUR NEXT DUTY ASSIGNMENT INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY?	Likely to stay	69.8%	71.2%	70.0%
	No effect	17.4%	13.7%	16.9%
	Likely to leave	9.3%	12.1%	9.7%
	Does not apply	3.5%	3.0%	3.4%
Total		100.0%	100.0%	100.0%

**Q33d. HOW DOES THE TYPE OF NEXT DUTY ASSIGNMENT INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q33d. HOW DOES THE TYPE OF NEXT DUTY ASSIGNMENT INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY?	Likely to stay	58.7%	68.9%	70.7%	69.5%
	No effect	27.2%	16.5%	17.2%	17.1%
	Likely to leave	9.3%	12.1%	7.8%	10.0%
	Does not apply	4.7%	2.4%	4.3%	3.4%
Total		100.0%	100.0%	100.0%	100.0%

**Q33d. HOW DOES THE TYPE OF NEXT DUTY ASSIGNMENT INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q33d. HOW DOES THE TYPE OF NEXT DUTY ASSIGNMENT INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY?	Likely to stay	69.0%	72.4%	69.5%
	No effect	17.5%	15.0%	17.1%
	Likely to leave	10.0%	9.6%	10.0%
	Does not apply	3.5%	3.0%	3.4%
Total		100.0%	100.0%	100.0%

**Q33e. HOW DOES ENJOYMENT OF YOUR NAVY JOB INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q33e. HOW DOES ENJOYMENT OF YOUR NAVY JOB INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY?	Likely to stay	61.0%	79.7%	80.2%	79.4%
	No effect	31.7%	8.3%	10.4%	9.9%
	Likely to leave	2.6%	11.3%	7.4%	9.2%
	Does not apply	4.7%	.7%	2.0%	1.4%
Total		100.0%	100.0%	100.0%	100.0%

**Q33e. HOW DOES ENJOYMENT OF YOUR NAVY JOB INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q33e. HOW DOES ENJOYMENT OF YOUR NAVY JOB INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY?	Likely to stay	79.5%	79.2%	79.5%
	No effect	10.2%	8.4%	9.9%
	Likely to leave	8.9%	11.2%	9.2%
	Does not apply	1.5%	1.3%	1.4%
Total		100.0%	100.0%	100.0%

**Q33f. HOW DOES ADVANCEMENT/PROMOTION POTENTIAL INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q33f. HOW DOES ADVANCEMENT/PROMOTION POTENTIAL INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY?	Likely to stay	69.5%	76.2%	63.8%	70.0%
	No effect	16.7%	16.8%	19.4%	18.1%
	Likely to leave	9.0%	6.0%	12.2%	9.1%
	Does not apply	4.8%	1.0%	4.6%	2.8%
Total		100.0%	100.0%	100.0%	100.0%



**Q33f. HOW DOES ADVANCEMENT/PROMOTION POTENTIAL INFLUENCE YOUR  
LIKELIHOOD TO STAY IN THE NAVY? \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q33f. HOW DOES ADVANCEMENT/ PROMOTION POTENTIAL INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY?	Likely to stay	69.4%	73.7%	70.0%
	No effect	18.2%	17.0%	18.1%
	Likely to leave	9.5%	6.4%	9.1%
	Does not apply	2.8%	2.8%	2.8%
Total		100.0%	100.0%	100.0%

**Q33g. HOW DO CURRENT CIVILIAN OPPORTUNITIES INFLUENCE YOUR LIKELIHOOD TO STAY IN  
THE NAVY? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q33g. HOW DO CURRENT CIVILIAN OPPORTUNITIES INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY?	Likely to stay	22.6%	21.0%	16.5%	18.8%
	No effect	44.3%	41.2%	46.8%	44.0%
	Likely to leave	28.4%	36.2%	33.8%	34.8%
	Does not apply	4.7%	1.6%	3.0%	2.4%
Total		100.0%	100.0%	100.0%	100.0%

**Q33g. HOW DO CURRENT CIVILIAN OPPORTUNITIES INFLUENCE YOUR  
LIKELIHOOD TO STAY IN THE NAVY? \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q33g. HOW DO CURRENT CIVILIAN OPPORTUNITIES INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY?	Likely to stay	19.3%	16.3%	18.8%
	No effect	43.8%	45.3%	44.0%
	Likely to leave	34.6%	35.9%	34.8%
	Does not apply	2.3%	2.5%	2.4%
Total		100.0%	100.0%	100.0%

**Q33h. HOW DO THE MANPOWER NEEDS OF THE NAVY INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q33h. HOW DO THE MANPOWER NEEDS OF THE NAVY INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY?	Likely to stay	23.0%	23.9%	24.2%	24.0%
	No effect	61.2%	56.5%	56.2%	56.5%
	Likely to leave	9.1%	17.1%	15.6%	16.2%
	Does not apply	6.8%	2.6%	4.0%	3.4%
Total		100.0%	100.0%	100.0%	100.0%

**Q33h. HOW DO THE MANPOWER NEEDS OF THE NAVY INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q33h. HOW DO THE MANPOWER NEEDS OF THE NAVY INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY?	Likely to stay	23.5%	27.3%	24.0%
	No effect	57.6%	49.6%	56.5%
	Likely to leave	15.8%	18.6%	16.2%
	Does not apply	3.2%	4.5%	3.4%
Total		100.0%	100.0%	100.0%

**Q33i. HOW DO GENERAL PUBLIC ATTITUDES ABOUT THE MILITARY INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q33i. HOW DO GENERAL PUBLIC ATTITUDES ABOUT THE MILITARY INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY?	Likely to stay	17.6%	29.7%	31.4%	30.2%
	No effect	75.2%	63.6%	62.6%	63.4%
	Likely to leave	2.3%	2.6%	2.3%	2.5%
	Does not apply	4.9%	4.2%	3.7%	4.0%
Total		100.0%	100.0%	100.0%	100.0%

**Q33i. HOW DO GENERAL PUBLIC ATTITUDES ABOUT THE MILITARY INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q33i. HOW DO GENERAL PUBLIC ATTITUDES ABOUT THE MILITARY INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY?	Likely to stay	31.7%	21.3%	30.2%
	No effect	62.0%	71.9%	63.4%
	Likely to leave	2.4%	3.0%	2.5%
	Does not apply	4.0%	3.8%	4.0%
Total		100.0%	100.0%	100.0%

**Q33j. HOW DOES MILITARY PAY INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q33j. HOW DOES MILITARY PAY INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY?	Likely to stay	56.2%	72.4%	72.8%	72.2%
	No effect	20.6%	16.2%	14.7%	15.6%
	Likely to leave	18.5%	10.4%	10.8%	10.8%
	Does not apply	4.7%	.9%	1.6%	1.4%
Total		100.0%	100.0%	100.0%	100.0%

**Q33j. HOW DOES MILITARY PAY INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q33j. HOW DOES MILITARY PAY INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY?	Likely to stay	72.1%	73.1%	72.2%
	No effect	15.4%	16.6%	15.6%
	Likely to leave	11.0%	9.5%	10.8%
	Does not apply	1.5%	.8%	1.4%
Total		100.0%	100.0%	100.0%

**Q33k. HOW DO SPECIAL PAYS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q33k. HOW DO SPECIAL PAYS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY?	Likely to stay	21.4%	56.3%	50.3%	52.5%
	No effect	45.5%	26.7%	29.1%	28.3%
	Likely to leave	9.4%	6.8%	9.1%	8.0%
	Does not apply	23.7%	10.2%	11.5%	11.2%
Total		100.0%	100.0%	100.0%	100.0%

**Q33k. HOW DO SPECIAL PAYS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q33k. HOW DO SPECIAL PAYS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY?	Likely to stay	55.0%	37.7%	52.5%
	No effect	27.4%	33.9%	28.3%
	Likely to leave	8.2%	6.8%	8.0%
	Does not apply	9.4%	21.6%	11.2%
Total		100.0%	100.0%	100.0%

**Q33l. HOW DO SRB OR BONUSES INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q33l. HOW DO SRB OR BONUSES INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY?	Likely to stay	9.6%	50.0%	33.6%	41.0%
	No effect	34.7%	29.6%	37.9%	33.8%
	Likely to leave	9.1%	3.9%	5.5%	4.8%
	Does not apply	46.6%	16.5%	22.9%	20.4%
Total		100.0%	100.0%	100.0%	100.0%

**Q33l. HOW DO SRB OR BONUSES INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q33l. HOW DO SRB OR BONUSES INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY?	Likely to stay	42.4%	32.9%	41.0%
	No effect	34.1%	31.4%	33.7%
	Likely to leave	5.2%	2.7%	4.8%
	Does not apply	18.3%	33.0%	20.4%
Total		100.0%	100.0%	100.0%

**Q33m. HOW DO RETIREMENT BENEFITS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q33m. HOW DO RETIREMENT BENEFITS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY?	Likely to stay	74.0%	85.9%	83.6%	84.5%
	No effect	9.8%	11.3%	9.2%	10.3%
	Likely to leave	11.5%	2.1%	5.7%	4.1%
	Does not apply	4.7%	.7%	1.5%	1.2%
Total		100.0%	100.0%	100.0%	100.0%

**Q33m. HOW DO RETIREMENT BENEFITS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q33m. HOW DO RETIREMENT BENEFITS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY?	Likely to stay	84.7%	83.5%	84.5%
	No effect	10.1%	11.1%	10.3%
	Likely to leave	4.0%	4.2%	4.1%
	Does not apply	1.2%	1.2%	1.2%
Total		100.0%	100.0%	100.0%

**Q33n. HOW DOES MILITARY HEALTHCARE INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q33n. HOW DOES MILITARY HEALTHCARE INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY?	Likely to stay	60.9%	75.3%	76.8%	75.6%
	No effect	20.5%	16.2%	13.6%	15.0%
	Likely to leave	13.8%	7.8%	8.2%	8.1%
	Does not apply	4.7%	.7%	1.4%	1.2%
Total		100.0%	100.0%	100.0%	100.0%

**Q33n. HOW DOES MILITARY HEALTHCARE INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q33n. HOW DOES MILITARY HEALTHCARE INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY?	Likely to stay	75.1%	78.8%	75.6%
	No effect	14.9%	16.1%	15.0%
	Likely to leave	8.9%	3.8%	8.1%
	Does not apply	1.2%	1.3%	1.2%
Total		100.0%	100.0%	100.0%

**Q33o. HOW DO MILITARY FAMILY SUPPORT SERVICES INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q33o. HOW DO MILITARY FAMILY SUPPORT SERVICES INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY?	Likely to stay	28.0%	38.5%	34.0%	36.0%
	No effect	52.1%	52.1%	58.1%	55.0%
	Likely to leave	9.4%	6.9%	5.7%	6.4%
	Does not apply	10.5%	2.4%	2.3%	2.6%
Total		100.0%	100.0%	100.0%	100.0%

**Q33o. HOW DO MILITARY FAMILY SUPPORT SERVICES INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q33o. HOW DO MILITARY FAMILY SUPPORT SERVICES INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY?	Likely to stay	36.5%	33.0%	36.0%
	No effect	54.4%	58.8%	55.0%
	Likely to leave	7.0%	2.4%	6.4%
	Does not apply	2.0%	5.7%	2.6%
Total		100.0%	100.0%	100.0%

**Q33p. HOW DOES MILITARY HOUSING ACCESS AND QUALITY INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q33p. HOW DOES MILITARY HOUSING ACCESS AND QUALITY INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY?	Likely to stay	18.1%	23.2%	23.2%	23.1%
	No effect	46.4%	55.8%	58.3%	56.8%
	Likely to leave	15.9%	14.7%	11.7%	13.3%
	Does not apply	19.6%	6.3%	6.7%	6.8%
Total		100.0%	100.0%	100.0%	100.0%

**Q33p. HOW DOES MILITARY HOUSING ACCESS AND QUALITY INFLUENCE YOUR  
LIKELIHOOD TO STAY IN THE NAVY? \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q33p. HOW DOES MILITARY HOUSING ACCESS AND QUALITY INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY?	Likely to stay	23.8%	19.2%	23.1%
	No effect	56.0%	61.8%	56.8%
	Likely to leave	14.3%	6.9%	13.3%
	Does not apply	5.9%	12.1%	6.8%
Total		100.0%	100.0%	100.0%

**Q33q. HOW DO MILITARY RECREATION AND ACTIVITY FACILITIES INFLUENCE YOUR LIKELIHOOD  
TO STAY IN THE NAVY? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q33q. HOW DO MILITARY RECREATION AND ACTIVITY FACILITIES INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY?	Likely to stay	31.9%	50.5%	49.1%	49.3%
	No effect	51.5%	44.7%	45.6%	45.3%
	Likely to leave	9.6%	4.0%	3.4%	3.9%
	Does not apply	7.0%	.9%	1.9%	1.5%
Total		100.0%	100.0%	100.0%	100.0%

**Q33q. HOW DO MILITARY RECREATION AND ACTIVITY FACILITIES INFLUENCE YOUR  
LIKELIHOOD TO STAY IN THE NAVY? \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q33q. HOW DO MILITARY RECREATION AND ACTIVITY FACILITIES INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY?	Likely to stay	48.8%	52.9%	49.3%
	No effect	46.0%	41.1%	45.3%
	Likely to leave	3.9%	3.8%	3.9%
	Does not apply	1.4%	2.2%	1.5%
Total		100.0%	100.0%	100.0%

**Q33r. HOW DO FAMILY NEEDS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q33r. HOW DO FAMILY NEEDS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY?	Likely to stay	46.4%	53.5%	61.3%	57.1%
	No effect	30.8%	27.0%	24.3%	25.8%
	Likely to leave	14.4%	13.5%	10.8%	12.2%
	Does not apply	8.3%	6.0%	3.6%	4.9%
Total		100.0%	100.0%	100.0%	100.0%

**Q33r. HOW DO FAMILY NEEDS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q33r. HOW DO FAMILY NEEDS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY?	Likely to stay	58.5%	48.4%	57.1%
	No effect	25.3%	28.5%	25.8%
	Likely to leave	12.9%	8.1%	12.2%
	Does not apply	3.3%	15.0%	4.9%
Total		100.0%	100.0%	100.0%

**Q34. WILL YOU BE MAKING A FORMAL DECISION ABOUT YOUR NAVY CAREER IN THE NEXT 12 MONTHS? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q34. WILL YOU BE MAKING A FORMAL DECISION ABOUT YOUR NAVY CAREER IN THE NEXT 12 MONTHS?	Yes	68.9%	47.0%	45.7%	46.9%
	No	31.1%	53.0%	54.3%	53.1%
Total		100.0%	100.0%	100.0%	100.0%

**Q34. WILL YOU BE MAKING A FORMAL DECISION ABOUT YOUR NAVY CAREER IN THE NEXT 12 MONTHS? \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q34. WILL YOU BE MAKING A FORMAL DECISION ABOUT YOUR NAVY CAREER IN THE NEXT 12 MONTHS?	Yes	47.0%	46.5%	46.9%
	No	53.0%	53.5%	53.1%
Total		100.0%	100.0%	100.0%



**Q34. WILL YOU BE MAKING A FORMAL DECISION ABOUT YOUR NAVY CAREER IN THE NEXT 12 MONTHS? \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q34. WILL YOU BE MAKING A FORMAL DECISION ABOUT YOUR NAVY CAREER IN THE NEXT 12 MONTHS?	Yes	46.3%	50.3%	46.9%
	No	53.7%	49.7%	53.1%
	Total	100.0%	100.0%	100.0%

**Q35a. HOW DOES YOUR SPOUSE IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q35a. HOW DOES YOUR SPOUSE IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE?	Likely to stay	38.1%	40.4%	55.8%	47.8%
	No effect	26.2%	11.6%	9.7%	11.1%
	Likely to leave	28.0%	33.0%	25.8%	29.4%
	Does not apply	7.7%	15.0%	8.7%	11.8%
	Total	100.0%	100.0%	100.0%	100.0%

**Q35a. HOW DOES YOUR SPOUSE IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q35a. HOW DOES YOUR SPOUSE IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE?	Likely to stay	48.1%	46.2%	47.8%
	No effect	10.6%	13.5%	11.1%
	Likely to leave	30.6%	22.8%	29.4%
	Does not apply	10.7%	17.5%	11.8%
	Total	100.0%	100.0%	100.0%

**Q35a. HOW DOES YOUR SPOUSE IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q35a. HOW DOES YOUR SPOUSE IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE?	Likely to stay	50.5%	31.3%	47.8%
	No effect	11.2%	10.3%	11.1%
	Likely to leave	29.2%	30.3%	29.4%
	Does not apply	9.1%	28.1%	11.8%
	Total	100.0%	100.0%	100.0%

**Q35b. HOW DO YOUR CHILDREN IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q35b. HOW DO YOUR CHILDREN IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE?	Likely to stay	20.3%	21.4%	36.3%	28.6%
	No effect	27.7%	14.9%	19.3%	17.4%
	Likely to leave	29.3%	23.3%	28.1%	25.8%
	Does not apply	22.7%	40.4%	16.3%	28.2%
Total		100.0%	100.0%	100.0%	100.0%

**Q35b. HOW DO YOUR CHILDREN IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q35b. HOW DO YOUR CHILDREN IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE?	Likely to stay	28.2%	30.4%	28.6%
	No effect	17.6%	16.1%	17.4%
	Likely to leave	26.5%	22.2%	25.8%
	Does not apply	27.6%	31.4%	28.2%
Total		100.0%	100.0%	100.0%

**Q35b. HOW DO YOUR CHILDREN IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q35b. HOW DO YOUR CHILDREN IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE?	Likely to stay	30.6%	16.3%	28.6%
	No effect	18.4%	11.5%	17.4%
	Likely to leave	27.0%	18.9%	25.8%
	Does not apply	24.0%	53.4%	28.2%
Total		100.0%	100.0%	100.0%

**Q35c. HOW DO YOUR PARENTS IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q35c. HOW DO YOUR PARENTS IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE?	Likely to stay	6.8%	27.8%	20.5%	23.7%
	No effect	70.5%	57.1%	66.3%	61.9%
	Likely to leave	7.2%	10.1%	6.6%	8.4%
	Does not apply	15.5%	5.0%	6.5%	6.0%
Total		100.0%	100.0%	100.0%	100.0%

**Q35c. HOW DO YOUR PARENTS IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q35c. HOW DO YOUR PARENTS IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE?	Likely to stay	22.9%	27.9%	23.7%
	No effect	63.1%	55.8%	61.9%
	Likely to leave	8.1%	9.5%	8.4%
	Does not apply	5.9%	6.8%	6.0%
Total		100.0%	100.0%	100.0%

**Q35c. HOW DO YOUR PARENTS IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q35c. HOW DO YOUR PARENTS IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE?	Likely to stay	23.3%	26.1%	23.7%
	No effect	63.8%	51.0%	61.9%
	Likely to leave	7.8%	11.6%	8.4%
	Does not apply	5.1%	11.3%	6.0%
Total		100.0%	100.0%	100.0%

**Q35d. HOW DO YOUR CIVILIAN FRIENDS IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q35d. HOW DO YOUR CIVILIAN FRIENDS IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE?	Likely to stay	7.1%	12.7%	9.5%	11.0%
	No effect	72.9%	67.4%	75.8%	71.6%
	Likely to leave	10.7%	14.9%	9.2%	12.0%
	Does not apply	9.3%	5.0%	5.5%	5.4%
Total		100.0%	100.0%	100.0%	100.0%

**Q35d. HOW DO YOUR CIVILIAN FRIENDS IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q35d. HOW DO YOUR CIVILIAN FRIENDS IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE?	Likely to stay	11.0%	10.8%	11.0%
	No effect	71.6%	71.7%	71.6%
	Likely to leave	12.2%	11.2%	12.0%
	Does not apply	5.2%	6.3%	5.4%
Total		100.0%	100.0%	100.0%

**Q35d. HOW DO YOUR CIVILIAN FRIENDS IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q35d. HOW DO YOUR CIVILIAN FRIENDS IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE?	Likely to stay	11.2%	10.0%	11.0%
	No effect	72.2%	68.1%	71.6%
	Likely to leave	12.0%	11.9%	12.0%
	Does not apply	4.6%	10.0%	5.4%
Total		100.0%	100.0%	100.0%

**Q35e. HOW DO YOUR MILITARY PEERS IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q35e. HOW DO YOUR MILITARY PEERS IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE?	Likely to stay	25.7%	44.7%	45.2%	44.4%
	No effect	59.4%	41.9%	46.6%	44.6%
	Likely to leave	8.1%	11.6%	5.8%	8.7%
	Does not apply	6.8%	1.9%	2.4%	2.2%
Total		100.0%	100.0%	100.0%	100.0%

**Q35e. HOW DO YOUR MILITARY PEERS IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q35e. HOW DO YOUR MILITARY PEERS IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE?	Likely to stay	45.7%	37.6%	44.4%
	No effect	43.1%	52.5%	44.6%
	Likely to leave	9.1%	6.6%	8.7%
	Does not apply	2.0%	3.3%	2.2%
Total		100.0%	100.0%	100.0%

**Q35e. HOW DO YOUR MILITARY PEERS IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q35e. HOW DO YOUR MILITARY PEERS IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE?	Likely to stay	45.3%	39.5%	44.4%
	No effect	44.3%	46.3%	44.6%
	Likely to leave	8.3%	11.3%	8.7%
	Does not apply	2.1%	2.9%	2.2%
Total		100.0%	100.0%	100.0%

**Q35f. HOW DOES YOUR IMMEDIATE SUPERVISOR IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q35f. HOW DOES YOUR IMMEDIATE SUPERVISOR IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE?	Likely to stay	22.6%	39.9%	41.3%	40.1%
	No effect	55.2%	46.2%	46.2%	46.4%
	Likely to leave	15.4%	12.1%	9.9%	11.1%
	Does not apply	6.8%	1.9%	2.6%	2.3%
Total		100.0%	100.0%	100.0%	100.0%

**Q35f. HOW DOES YOUR IMMEDIATE SUPERVISOR IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q35f. HOW DOES YOUR IMMEDIATE SUPERVISOR IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE?	Likely to stay	41.2%	34.5%	40.1%
	No effect	45.7%	50.4%	46.4%
	Likely to leave	10.8%	12.6%	11.1%
	Does not apply	2.3%	2.5%	2.3%
Total		100.0%	100.0%	100.0%

**Q35f. HOW DOES YOUR IMMEDIATE SUPERVISOR IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q35f. HOW DOES YOUR IMMEDIATE SUPERVISOR IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE?	Likely to stay	41.5%	31.9%	40.1%
	No effect	46.7%	44.7%	46.4%
	Likely to leave	9.7%	19.3%	11.1%
	Does not apply	2.0%	4.1%	2.3%
Total		100.0%	100.0%	100.0%

**Q35g. HOW DOES COMMAND LEADERSHIP IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q35g. HOW DOES COMMAND LEADERSHIP IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE?	Likely to stay	34.6%	41.7%	43.6%	42.5%
	No effect	41.1%	43.2%	42.2%	42.7%
	Likely to leave	17.5%	13.8%	11.5%	12.8%
	Does not apply	6.8%	1.3%	2.6%	2.1%
Total		100.0%	100.0%	100.0%	100.0%

**Q35g. HOW DOES COMMAND LEADERSHIP IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q35g. HOW DOES COMMAND LEADERSHIP IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE?	Likely to stay	42.2%	43.6%	42.5%
	No effect	42.8%	42.1%	42.7%
	Likely to leave	13.0%	11.8%	12.8%
	Does not apply	2.0%	2.5%	2.1%
Total		100.0%	100.0%	100.0%

**Q35g. HOW DOES COMMAND LEADERSHIP IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q35g. HOW DOES COMMAND LEADERSHIP IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE?	Likely to stay	43.8%	34.1%	42.5%
	No effect	42.8%	42.3%	42.7%
	Likely to leave	11.5%	20.5%	12.8%
	Does not apply	1.9%	3.2%	2.1%
Total		100.0%	100.0%	100.0%

**Q36a. I PLAN TO SERVE OUT MY CURRENT TERM OF SERVICE OR OBLIGATION \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q36a. I PLAN TO SERVE OUT MY CURRENT TERM OF SERVICE OR OBLIGATION	Agree	87.8%	95.2%	92.1%	93.5%
	Neither agree nor disagree	7.8%	2.5%	5.9%	4.3%
	Disagree	4.4%	2.4%	2.0%	2.2%
Total		100.0%	100.0%	100.0%	100.0%

**Q36a. I PLAN TO SERVE OUT MY CURRENT TERM OF SERVICE OR OBLIGATION \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q36a. I PLAN TO SERVE OUT MY CURRENT TERM OF SERVICE OR OBLIGATION	Agree	93.8%	92.1%	93.5%
	Neither agree nor disagree	4.3%	3.8%	4.3%
	Disagree	1.9%	4.1%	2.2%
Total		100.0%	100.0%	100.0%

**Q36a. I PLAN TO SERVE OUT MY CURRENT TERM OF SERVICE OR OBLIGATION \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q36a. I PLAN TO SERVE OUT MY CURRENT TERM OF SERVICE OR OBLIGATION	Agree	93.4%	94.3%	93.5%
	Neither agree nor disagree	4.4%	3.4%	4.3%
	Disagree	2.2%	2.3%	2.2%
Total		100.0%	100.0%	100.0%

**Q36b. I PLAN TO REENLIST AT MY NEXT DECISION POINT \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q36b. I PLAN TO REENLIST AT MY NEXT DECISION POINT	Agree	52.4%	56.1%	62.1%	58.9%
	Neither agree nor disagree	23.8%	20.7%	20.6%	20.8%
	Disagree	23.8%	23.1%	17.3%	20.3%
Total		100.0%	100.0%	100.0%	100.0%

**Q36b. I PLAN TO REENLIST AT MY NEXT DECISION POINT \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q36b. I PLAN TO REENLIST AT MY NEXT DECISION POINT	Agree	57.9%	64.5%	58.9%
	Neither agree nor disagree	21.3%	17.7%	20.8%
	Disagree	20.8%	17.8%	20.3%
Total		100.0%	100.0%	100.0%

**Q36b. I PLAN TO REENLIST AT MY NEXT DECISION POINT \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q36b. I PLAN TO REENLIST AT MY NEXT DECISION POINT	Agree	59.9%	53.2%	58.9%
	Neither agree nor disagree	20.6%	21.8%	20.8%
	Disagree	19.5%	25.1%	20.3%
Total		100.0%	100.0%	100.0%

**Q36c. I PLAN TO STAY FOR FULL CAREER OF 20 OR MORE YEARS IF POSSIBLE \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q36c. I PLAN TO STAY FOR FULL CAREER OF 20 OR MORE YEARS IF POSSIBLE	Agree	89.1%	57.7%	88.5%	73.4%
	Neither agree nor disagree	8.6%	19.4%	7.7%	13.5%
	Disagree	2.3%	22.9%	3.8%	13.1%
Total		100.0%	100.0%	100.0%	100.0%

**Q36c. I PLAN TO STAY FOR FULL CAREER OF 20 OR MORE YEARS IF POSSIBLE \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q36c. I PLAN TO STAY FOR FULL CAREER OF 20 OR MORE YEARS IF POSSIBLE	Agree	73.8%	71.5%	73.4%
	Neither agree nor disagree	13.0%	15.7%	13.5%
	Disagree	13.2%	12.8%	13.1%
Total		100.0%	100.0%	100.0%

**Q36c. I PLAN TO STAY FOR FULL CAREER OF 20 OR MORE YEARS IF POSSIBLE \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q36c. I PLAN TO STAY FOR FULL CAREER OF 20 OR MORE YEARS IF POSSIBLE	Agree	75.4%	61.7%	73.4%
	Neither agree nor disagree	12.9%	17.0%	13.5%
	Disagree	11.7%	21.3%	13.1%
Total		100.0%	100.0%	100.0%

**Q37a. THE NAVY HAS PERSONAL MEANING FOR ME \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q37a. THE NAVY HAS PERSONAL MEANING FOR ME	Agree	88.3%	81.0%	92.1%	86.5%
	Neither agree nor disagree	6.9%	12.2%	5.8%	8.9%
	Disagree	4.7%	6.9%	2.1%	4.5%
Total		100.0%	100.0%	100.0%	100.0%



**Q37a. THE NAVY HAS PERSONAL MEANING FOR ME \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q37a. THE NAVY HAS PERSONAL MEANING FOR ME	Agree	86.9%	84.7%	86.5%
	Neither agree nor disagree	8.9%	9.2%	8.9%
	Disagree	4.2%	6.1%	4.5%
Total		100.0%	100.0%	100.0%

**Q37a. THE NAVY HAS PERSONAL MEANING FOR ME \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q37a. THE NAVY HAS PERSONAL MEANING FOR ME	Agree	87.2%	82.7%	86.5%
	Neither agree nor disagree	9.1%	7.9%	8.9%
	Disagree	3.7%	9.4%	4.5%
Total		100.0%	100.0%	100.0%

**Q37b. I FEEL PART OF THE NAVY FAMILY \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q37b. I FEEL PART OF THE NAVY FAMILY	Agree	73.1%	65.0%	78.3%	71.7%
	Neither agree nor disagree	22.2%	21.1%	13.3%	17.3%
	Disagree	4.7%	14.0%	8.3%	11.0%
Total		100.0%	100.0%	100.0%	100.0%

**Q37b. I FEEL PART OF THE NAVY FAMILY \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q37b. I FEEL PART OF THE NAVY FAMILY	Agree	71.3%	73.8%	71.7%
	Neither agree nor disagree	17.5%	16.7%	17.3%
	Disagree	11.3%	9.5%	11.0%
Total		100.0%	100.0%	100.0%

**Q37b. I FEEL PART OF THE NAVY FAMILY \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q37b. I FEEL PART OF THE NAVY FAMILY	Agree	72.4%	67.3%	71.7%
	Neither agree nor disagree	17.7%	15.0%	17.3%
	Disagree	9.9%	17.6%	11.0%
Total		100.0%	100.0%	100.0%

**Q37c. I FEEL EMOTIONALLY ATTACHED TO THE NAVY \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q37c. I FEEL EMOTIONALLY ATTACHED TO THE NAVY	Agree	70.1%	60.0%	76.2%	68.1%
	Neither agree nor disagree	22.9%	22.6%	15.3%	19.1%
	Disagree	7.1%	17.4%	8.5%	12.8%
Total		100.0%	100.0%	100.0%	100.0%

**Q37c. I FEEL EMOTIONALLY ATTACHED TO THE NAVY \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q37c. I FEEL EMOTIONALLY ATTACHED TO THE NAVY	Agree	67.7%	70.5%	68.1%
	Neither agree nor disagree	19.5%	17.0%	19.1%
	Disagree	12.9%	12.5%	12.8%
Total		100.0%	100.0%	100.0%

**Q37c. I FEEL EMOTIONALLY ATTACHED TO THE NAVY \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q37c. I FEEL EMOTIONALLY ATTACHED TO THE NAVY	Agree	68.3%	67.1%	68.1%
	Neither agree nor disagree	19.7%	15.5%	19.1%
	Disagree	12.0%	17.4%	12.8%
Total		100.0%	100.0%	100.0%

**Q37d. I COULD NOT BE AS ATTACHED TO ANOTHER ORGANIZATION AS I AM TO THE NAVY \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q37d. I COULD NOT BE AS ATTACHED TO ANOTHER ORGANIZATION AS I AM TO THE NAVY	Agree	51.2%	46.0%	53.3%	49.7%
	Neither agree nor disagree	29.6%	26.4%	20.6%	23.7%
	Disagree	19.2%	27.6%	26.1%	26.6%
	Total	100.0%	100.0%	100.0%	100.0%

**Q37d. I COULD NOT BE AS ATTACHED TO ANOTHER ORGANIZATION AS I AM TO THE NAVY \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q37d. I COULD NOT BE AS ATTACHED TO ANOTHER ORGANIZATION AS I AM TO THE NAVY	Agree	50.2%	46.9%	49.7%
	Neither agree nor disagree	23.3%	25.8%	23.7%
	Disagree	26.5%	27.3%	26.6%
	Total	100.0%	100.0%	100.0%

**Q37d. I COULD NOT BE AS ATTACHED TO ANOTHER ORGANIZATION AS I AM TO THE NAVY \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q37d. I COULD NOT BE AS ATTACHED TO ANOTHER ORGANIZATION AS I AM TO THE NAVY	Agree	50.6%	44.4%	49.7%
	Neither agree nor disagree	24.7%	17.3%	23.7%
	Disagree	24.7%	38.3%	26.6%
	Total	100.0%	100.0%	100.0%

**Q37e. I FEEL A STRONG SENSE OF BELONGING TO THE NAVY \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q37e. I FEEL A STRONG SENSE OF BELONGING TO THE NAVY	Agree	81.5%	65.4%	79.4%	72.6%
	Neither agree nor disagree	11.5%	19.9%	14.0%	16.8%
	Disagree	7.0%	14.7%	6.5%	10.5%
	Total	100.0%	100.0%	100.0%	100.0%

**Q37e. I FEEL A STRONG SENSE OF BELONGING TO THE NAVY \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q37e. I FEEL A STRONG SENSE OF BELONGING TO THE NAVY	Agree	72.1%	75.2%	72.6%
	Neither agree nor disagree	17.1%	15.3%	16.8%
	Disagree	10.7%	9.5%	10.5%
Total		100.0%	100.0%	100.0%

**Q37e. I FEEL A STRONG SENSE OF BELONGING TO THE NAVY \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q37e. I FEEL A STRONG SENSE OF BELONGING TO THE NAVY	Agree	72.7%	72.4%	72.6%
	Neither agree nor disagree	17.6%	12.6%	16.8%
	Disagree	9.8%	15.0%	10.5%
Total		100.0%	100.0%	100.0%

**Q38a. I HAVE A CLEAR UNDERSTANDING OF THE ADVANCEMENT/PROMOTION SYSTEM \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q38a. I HAVE A CLEAR UNDERSTANDING OF THE ADVANCEMENT/PROMOTION SYSTEM	Agree	83.8%	81.9%	88.2%	85.0%
	Neither agree nor disagree	6.9%	9.5%	4.4%	7.0%
	Disagree	9.3%	8.6%	7.3%	8.0%
Total		100.0%	100.0%	100.0%	100.0%

**Q38a. I HAVE A CLEAR UNDERSTANDING OF THE ADVANCEMENT/PROMOTION SYSTEM \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q38a. I HAVE A CLEAR UNDERSTANDING OF THE ADVANCEMENT/PROMOTION SYSTEM	Agree	85.3%	83.6%	85.0%
	Neither agree nor disagree	7.4%	4.8%	7.0%
	Disagree	7.3%	11.6%	8.0%
Total		100.0%	100.0%	100.0%

**Q38a. I HAVE A CLEAR UNDERSTANDING OF THE ADVANCEMENT/PROMOTION SYSTEM \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q38a. I HAVE A CLEAR UNDERSTANDING OF THE ADVANCEMENT/PROMOTION SYSTEM	Agree	85.6%	81.7%	85.0%
	Neither agree nor disagree	7.1%	6.1%	7.0%
	Disagree	7.3%	12.2%	8.0%
Total		100.0%	100.0%	100.0%

**Q38b. I AM SATISFIED WITH THE ADVANCEMENT AND PROMOTION SYSTEM \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q38b. I AM SATISFIED WITH THE ADVANCEMENT AND PROMOTION SYSTEM	Agree	53.3%	58.8%	55.4%	57.0%
	Neither agree nor disagree	16.0%	17.6%	15.0%	16.2%
	Disagree	30.8%	23.6%	29.7%	26.7%
Total		100.0%	100.0%	100.0%	100.0%

**Q38b. I AM SATISFIED WITH THE ADVANCEMENT AND PROMOTION SYSTEM \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q38b. I AM SATISFIED WITH THE ADVANCEMENT AND PROMOTION SYSTEM	Agree	57.0%	57.3%	57.0%
	Neither agree nor disagree	16.0%	17.8%	16.3%
	Disagree	27.1%	24.9%	26.7%
Total		100.0%	100.0%	100.0%

**Q38b. I AM SATISFIED WITH THE ADVANCEMENT AND PROMOTION SYSTEM \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q38b. I AM SATISFIED WITH THE ADVANCEMENT AND PROMOTION SYSTEM	Agree	58.0%	50.9%	57.0%
	Neither agree nor disagree	15.3%	21.6%	16.3%
	Disagree	26.6%	27.5%	26.7%
Total		100.0%	100.0%	100.0%

**Q38c. THE MOST QUALIFIED AND DESERVING SAILORS GET ADVANCED/PROMOTED \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q38c. THE MOST QUALIFIED AND DESERVING SAILORS GET ADVANCED/PROMOTED	Agree	45.9%	33.6%	47.9%	40.9%
	Neither agree nor disagree	24.7%	24.1%	21.5%	22.9%
	Disagree	29.4%	42.3%	30.6%	36.3%
Total		100.0%	100.0%	100.0%	100.0%

**Q38c. THE MOST QUALIFIED AND DESERVING SAILORS GET ADVANCED/PROMOTED \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q38c. THE MOST QUALIFIED AND DESERVING SAILORS GET ADVANCED/PROMOTED	Agree	41.5%	37.4%	40.9%
	Neither agree nor disagree	22.2%	26.5%	22.9%
	Disagree	36.3%	36.1%	36.3%
Total		100.0%	100.0%	100.0%

**Q38c. THE MOST QUALIFIED AND DESERVING SAILORS GET ADVANCED/PROMOTED \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q38c. THE MOST QUALIFIED AND DESERVING SAILORS GET ADVANCED/PROMOTED	Agree	42.4%	32.0%	40.9%
	Neither agree nor disagree	23.2%	21.1%	22.9%
	Disagree	34.5%	46.9%	36.3%
Total		100.0%	100.0%	100.0%

**Q38d. I EXPECT TO BE ADVANCED/PROMOTED WITHIN MY CURRENT TERM OF SERVICE, COMMITMENT OR OBLIGATION \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q38d. I EXPECT TO BE ADVANCED/PROMOTED WITHIN MY CURRENT TERM OF SERVICE, COMMITMENT OR OBLIGATION	Agree	68.5%	68.9%	44.0%	56.8%
	Neither agree nor disagree	20.3%	15.4%	21.8%	18.6%
	Disagree	11.1%	15.8%	34.2%	24.6%
Total		100.0%	100.0%	100.0%	100.0%

**Q38d. I EXPECT TO BE ADVANCED/PROMOTED WITHIN MY CURRENT TERM OF SERVICE, COMMITMENT OR OBLIGATION \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q38d. I EXPECT TO BE ADVANCED/PROMOTED WITHIN MY CURRENT TERM OF SERVICE, COMMITMENT OR OBLIGATION	Agree	55.3%	64.3%	56.8%
	Neither agree nor disagree	19.0%	16.6%	18.6%
	Disagree	25.6%	19.2%	24.6%
Total		100.0%	100.0%	100.0%

**Q38d. I EXPECT TO BE ADVANCED/PROMOTED WITHIN MY CURRENT TERM OF SERVICE, COMMITMENT OR OBLIGATION \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q38d. I EXPECT TO BE ADVANCED/PROMOTED WITHIN MY CURRENT TERM OF SERVICE, COMMITMENT OR OBLIGATION	Agree	57.5%	52.6%	56.8%
	Neither agree nor disagree	17.6%	24.9%	18.6%
	Disagree	25.0%	22.4%	24.6%
Total		100.0%	100.0%	100.0%

**Q39a. I HAVE A CLEAR UNDERSTANDING OF THE EVAL/FITREP SYSTEM \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q39a. I HAVE A CLEAR UNDERSTANDING OF THE EVAL/FITREP SYSTEM	Agree	88.2%	89.9%	91.3%	90.5%
	Neither agree nor disagree	4.7%	5.0%	3.6%	4.3%
	Disagree	7.1%	5.2%	5.1%	5.2%
Total		100.0%	100.0%	100.0%	100.0%

**Q39a. I HAVE A CLEAR UNDERSTANDING OF THE EVAL/FITREP SYSTEM \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q39a. I HAVE A CLEAR UNDERSTANDING OF THE EVAL/FITREP SYSTEM	Agree	90.5%	90.8%	90.5%
	Neither agree nor disagree	4.9%	1.2%	4.3%
	Disagree	4.7%	8.0%	5.2%
Total		100.0%	100.0%	100.0%

**Q39a. I HAVE A CLEAR UNDERSTANDING OF THE EVAL/FITREP SYSTEM \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q39a. I HAVE A CLEAR UNDERSTANDING OF THE EVAL/FITREP SYSTEM	Agree	90.6%	90.0%	90.5%
	Neither agree nor disagree	4.4%	3.6%	4.3%
	Disagree	5.0%	6.5%	5.2%
Total		100.0%	100.0%	100.0%

**Q39b. MY LAST EVAL/FITREP WAS FAIR/ACCURATE \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q39b. MY LAST EVAL/FITREP WAS FAIR/ACCURATE	Agree	86.2%	85.4%	83.2%	84.3%
	Neither agree nor disagree	9.4%	6.9%	6.4%	6.7%
	Disagree	4.4%	7.7%	10.5%	9.0%
Total		100.0%	100.0%	100.0%	100.0%

**Q39b. MY LAST EVAL/FITREP WAS FAIR/ACCURATE \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q39b. MY LAST EVAL/FITREP WAS FAIR/ACCURATE	Agree	84.6%	82.8%	84.3%
	Neither agree nor disagree	6.6%	7.3%	6.7%
	Disagree	8.8%	10.0%	9.0%
Total		100.0%	100.0%	100.0%

**Q39b. MY LAST EVAL/FITREP WAS FAIR/ACCURATE \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q39b. MY LAST EVAL/FITREP WAS FAIR/ACCURATE	Agree	85.1%	79.9%	84.3%
	Neither agree nor disagree	6.9%	5.8%	6.7%
	Disagree	8.1%	14.3%	9.0%
Total		100.0%	100.0%	100.0%



**Q39c. MY LAST EVAL/FITREP WAS CONDUCTED IN A TIMELY MANNER \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q39c. MY LAST EVAL/FITREP WAS CONDUCTED IN A TIMELY MANNER	Agree	84.0%	88.3%	87.0%	87.6%
	Neither agree nor disagree	4.4%	4.0%	3.4%	3.7%
	Disagree	11.7%	7.7%	9.6%	8.7%
Total		100.0%	100.0%	100.0%	100.0%

**Q39c. MY LAST EVAL/FITREP WAS CONDUCTED IN A TIMELY MANNER \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q39c. MY LAST EVAL/FITREP WAS CONDUCTED IN A TIMELY MANNER	Agree	88.5%	82.6%	87.6%
	Neither agree nor disagree	3.5%	4.9%	3.7%
	Disagree	8.0%	12.5%	8.7%
Total		100.0%	100.0%	100.0%

**Q39c. MY LAST EVAL/FITREP WAS CONDUCTED IN A TIMELY MANNER \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q39c. MY LAST EVAL/FITREP WAS CONDUCTED IN A TIMELY MANNER	Agree	88.4%	82.8%	87.6%
	Neither agree nor disagree	3.7%	3.3%	3.7%
	Disagree	7.9%	13.9%	8.7%
Total		100.0%	100.0%	100.0%

**Q39d. I WAS ABLE TO SUBMIT MY OWN INPUT AT MY LAST EVAL/FITREP \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q39d. I WAS ABLE TO SUBMIT MY OWN INPUT AT MY LAST EVAL/FITREP	Agree	90.2%	95.1%	97.0%	95.9%
	Neither agree nor disagree	4.9%	2.6%	1.9%	2.3%
	Disagree	4.9%	2.3%	1.1%	1.8%
Total		100.0%	100.0%	100.0%	100.0%

**Q39d. I WAS ABLE TO SUBMIT MY OWN INPUT AT MY LAST EVAL/FITREP \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q39d. I WAS ABLE TO SUBMIT MY OWN INPUT AT MY LAST EVAL/FITREP	Agree	96.2%	94.5%	95.9%
	Neither agree nor disagree	2.3%	2.6%	2.3%
	Disagree	1.6%	2.9%	1.8%
Total		100.0%	100.0%	100.0%

**Q39d. I WAS ABLE TO SUBMIT MY OWN INPUT AT MY LAST EVAL/FITREP \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q39d. I WAS ABLE TO SUBMIT MY OWN INPUT AT MY LAST EVAL/FITREP	Agree	95.7%	97.2%	95.9%
	Neither agree nor disagree	2.5%	1.5%	2.3%
	Disagree	1.9%	1.3%	1.8%
Total		100.0%	100.0%	100.0%

**Q39e. MY LAST ADVANCEMENT/PROMOTION RECOMMENDATION WAS FAIR/ACCURATE \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q39e. MY LAST ADVANCEMENT/PROMOTION RECOMMENDATION WAS FAIR/ACCURATE	Agree	88.5%	85.9%	86.4%	86.2%
	Neither agree nor disagree	4.7%	7.5%	4.5%	6.0%
	Disagree	6.8%	6.6%	9.1%	7.8%
Total		100.0%	100.0%	100.0%	100.0%

**Q39e. MY LAST ADVANCEMENT/PROMOTION RECOMMENDATION WAS FAIR/ACCURATE \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q39e. MY LAST ADVANCEMENT/PROMOTION RECOMMENDATION WAS FAIR/ACCURATE	Agree	86.4%	85.2%	86.2%
	Neither agree nor disagree	5.9%	6.5%	6.0%
	Disagree	7.7%	8.3%	7.8%
Total		100.0%	100.0%	100.0%

**Q39e. MY LAST ADVANCEMENT/PROMOTION RECOMMENDATION WAS FAIR/ACCURATE \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q39e. MY LAST ADVANCEMENT/ PROMOTION RECOMMENDATION WAS FAIR/ACCURATE	Agree	87.5%	78.3%	86.2%
	Neither agree nor disagree	5.7%	7.7%	6.0%
	Disagree	6.8%	14.1%	7.8%
Total		100.0%	100.0%	100.0%

**Q39f. I AM SATISFIED WITH THE PRESENT EVAL/FITREP SYSTEM \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q39f. I AM SATISFIED WITH THE PRESENT EVAL/FITREP SYSTEM	Agree	62.2%	61.0%	62.5%	61.8%
	Neither agree nor disagree	19.6%	17.7%	14.8%	16.4%
	Disagree	18.2%	21.3%	22.6%	21.8%
Total		100.0%	100.0%	100.0%	100.0%

**Q39f. I AM SATISFIED WITH THE PRESENT EVAL/FITREP SYSTEM \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q39f. I AM SATISFIED WITH THE PRESENT EVAL/FITREP SYSTEM	Agree	61.7%	62.1%	61.8%
	Neither agree nor disagree	17.0%	12.9%	16.4%
	Disagree	21.2%	25.0%	21.8%
Total		100.0%	100.0%	100.0%

**Q39f. I AM SATISFIED WITH THE PRESENT EVAL/FITREP SYSTEM \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q39f. I AM SATISFIED WITH THE PRESENT EVAL/FITREP SYSTEM	Agree	62.7%	56.2%	61.8%
	Neither agree nor disagree	16.4%	16.0%	16.4%
	Disagree	20.8%	27.9%	21.8%
Total		100.0%	100.0%	100.0%

**Q39g. THE MOST QUALIFIED AND DESERVING SAILORS SCORE THE HIGHEST ON THEIR  
EVALS/FITREPS \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q39g. THE MOST QUALIFIED AND DESERVING SAILORS SCORE THE HIGHEST ON THEIR EVALS/FITREPS	Agree	43.1%	39.5%	52.4%	45.9%
	Neither agree nor disagree	23.2%	22.5%	20.7%	21.7%
	Disagree	33.6%	38.0%	26.9%	32.5%
	Total	100.0%	100.0%	100.0%	100.0%

**Q39g. THE MOST QUALIFIED AND DESERVING SAILORS SCORE THE HIGHEST ON  
THEIR EVALS/FITREPS \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q39g. THE MOST QUALIFIED AND DESERVING SAILORS SCORE THE HIGHEST ON THEIR EVALS/FITREPS	Agree	46.7%	41.6%	45.9%
	Neither agree nor disagree	21.0%	25.2%	21.7%
	Disagree	32.3%	33.2%	32.5%
	Total	100.0%	100.0%	100.0%

**Q39g. THE MOST QUALIFIED AND DESERVING SAILORS SCORE THE HIGHEST ON  
THEIR EVALS/FITREPS \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q39g. THE MOST QUALIFIED AND DESERVING SAILORS SCORE THE HIGHEST ON THEIR EVALS/FITREPS	Agree	47.4%	36.7%	45.9%
	Neither agree nor disagree	21.9%	20.3%	21.7%
	Disagree	30.7%	43.0%	32.5%
	Total	100.0%	100.0%	100.0%

**Q40a. I HAVE BEEN ADEQUATELY RECOGNIZED FOR MY ACCOMPLISHMENTS ON MY  
EVALS/FITREPS \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q40a. I HAVE BEEN ADEQUATELY RECOGNIZED FOR MY ACCOMPLISHMENTS ON MY EVALS/FITREPS	Agree	88.5%	77.4%	78.2%	78.1%
	Neither agree nor disagree	6.8%	8.8%	7.3%	8.0%
	Disagree	4.7%	13.8%	14.5%	13.9%
Total		100.0%	100.0%	100.0%	100.0%

**Q40a. I HAVE BEEN ADEQUATELY RECOGNIZED FOR MY ACCOMPLISHMENTS ON  
MY EVALS/FITREPS \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q40a. I HAVE BEEN ADEQUATELY RECOGNIZED FOR MY ACCOMPLISHMENTS ON MY EVALS/FITREPS	Agree	78.3%	77.2%	78.1%
	Neither agree nor disagree	8.1%	7.6%	8.0%
	Disagree	13.7%	15.2%	13.9%
Total		100.0%	100.0%	100.0%

**Q40a. I HAVE BEEN ADEQUATELY RECOGNIZED FOR MY ACCOMPLISHMENTS ON  
MY EVALS/FITREPS \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q40a. I HAVE BEEN ADEQUATELY RECOGNIZED FOR MY ACCOMPLISHMENTS ON MY EVALS/FITREPS	Agree	79.2%	71.5%	78.1%
	Neither agree nor disagree	7.9%	8.6%	8.0%
	Disagree	12.9%	20.0%	13.9%
Total		100.0%	100.0%	100.0%

**Q40b. I HAVE BEEN ADEQUATELY RECOGNIZED FOR MY ACCOMPLISHMENTS WITH AWARDS \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q40b. I HAVE BEEN ADEQUATELY RECOGNIZED FOR MY ACCOMPLISHMENTS WITH AWARDS	Agree	77.4%	55.8%	66.9%	61.7%
	Neither agree nor disagree	8.8%	18.2%	11.0%	14.5%
	Disagree	13.8%	26.0%	22.1%	23.8%
Total		100.0%	100.0%	100.0%	100.0%

**Q40b. I HAVE BEEN ADEQUATELY RECOGNIZED FOR MY ACCOMPLISHMENTS WITH AWARDS \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q40b. I HAVE BEEN ADEQUATELY RECOGNIZED FOR MY ACCOMPLISHMENTS WITH AWARDS	Agree	64.1%	49.3%	61.7%
	Neither agree nor disagree	14.2%	16.2%	14.5%
	Disagree	21.8%	34.5%	23.8%
	Total	100.0%	100.0%	100.0%

**Q40b. I HAVE BEEN ADEQUATELY RECOGNIZED FOR MY ACCOMPLISHMENTS WITH AWARDS \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q40b. I HAVE BEEN ADEQUATELY RECOGNIZED FOR MY ACCOMPLISHMENTS WITH AWARDS	Agree	62.2%	58.8%	61.7%
	Neither agree nor disagree	14.7%	13.2%	14.5%
	Disagree	23.1%	28.0%	23.8%
	Total	100.0%	100.0%	100.0%

**Q41a. I HAVE A CLEARLY DEFINED CAREER PATH FOR MY DESIGNATOR, RATING, OR COMMUNITY \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q41a. I HAVE A CLEARLY DEFINED CAREER PATH FOR MY DESIGNATOR, RATING, OR COMMUNITY	2	63.5%	77.3%	70.8%	73.8%
	3	18.6%	8.4%	8.7%	8.8%
	4	18.0%	14.3%	20.5%	17.4%
	Total	100.0%	100.0%	100.0%	100.0%

**Q41a. I HAVE A CLEARLY DEFINED CAREER PATH FOR MY DESIGNATOR, RATING, OR COMMUNITY \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q41a. I HAVE A CLEARLY DEFINED CAREER PATH FOR MY DESIGNATOR, RATING, OR COMMUNITY	2	73.4%	75.7%	73.8%
	3	9.5%	4.8%	8.8%
	4	17.0%	19.5%	17.4%
	Total	100.0%	100.0%	100.0%

**Q41a. I HAVE A CLEARLY DEFINED CAREER PATH FOR MY DESIGNATOR, RATING, OR COMMUNITY \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q41a. I HAVE A CLEARLY DEFINED CAREER PATH FOR MY DESIGNATOR, RATING, OR COMMUNITY	2	74.9%	67.3%	73.8%
	3	8.4%	10.9%	8.8%
	4	16.7%	21.8%	17.4%
Total		100.0%	100.0%	100.0%

**Q41b. I HAVE MADE SUFFICIENT PROGRESS IN MY ADVANCEMENT \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q41b. I HAVE MADE SUFFICIENT PROGRESS IN MY ADVANCEMENT	2	93.0%	84.6%	84.8%	84.9%
	3	4.7%	10.1%	9.3%	9.6%
	4	2.3%	5.3%	5.8%	5.5%
Total		100.0%	100.0%	100.0%	100.0%

**Q41b. I HAVE MADE SUFFICIENT PROGRESS IN MY ADVANCEMENT \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q41b. I HAVE MADE SUFFICIENT PROGRESS IN MY ADVANCEMENT	2	85.8%	80.5%	84.9%
	3	9.1%	12.3%	9.6%
	4	5.2%	7.2%	5.5%
Total		100.0%	100.0%	100.0%

**Q41b. I HAVE MADE SUFFICIENT PROGRESS IN MY ADVANCEMENT \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q41b. I HAVE MADE SUFFICIENT PROGRESS IN MY ADVANCEMENT	2	86.2%	77.5%	84.9%
	3	8.8%	14.5%	9.6%
	4	5.1%	8.0%	5.5%
Total		100.0%	100.0%	100.0%

**Q41c. I HAVE BEEN GIVEN ADEQUATE COUNSELING/GUIDANCE ON MY CAREER DEVELOPMENT BY MY IMMEDIATE SUPERVISOR \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q41c. I HAVE BEEN GIVEN ADEQUATE COUNSELING/	2	41.4%	53.1%	52.8%	52.6%
GUIDANCE ON MY CAREER DEVELOPMENT	3	34.0%	20.5%	20.5%	20.8%
BY MY IMMEDIATE SUPERVISOR	4	24.6%	26.4%	26.7%	26.5%
Total		100.0%	100.0%	100.0%	100.0%

**Q41c. I HAVE BEEN GIVEN ADEQUATE COUNSELING/GUIDANCE ON MY CAREER DEVELOPMENT BY MY IMMEDIATE SUPERVISOR \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q41c. I HAVE BEEN GIVEN ADEQUATE COUNSELING/	2	54.1%	44.9%	52.6%
GUIDANCE ON MY CAREER DEVELOPMENT	3	20.5%	22.7%	20.8%
BY MY IMMEDIATE SUPERVISOR	4	25.4%	32.4%	26.5%
Total		100.0%	100.0%	100.0%

**Q41c. I HAVE BEEN GIVEN ADEQUATE COUNSELING/GUIDANCE ON MY CAREER DEVELOPMENT BY MY IMMEDIATE SUPERVISOR \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q41c. I HAVE BEEN GIVEN ADEQUATE COUNSELING/	2	54.6%	40.9%	52.6%
GUIDANCE ON MY CAREER DEVELOPMENT	3	21.1%	19.3%	20.8%
BY MY IMMEDIATE SUPERVISOR	4	24.3%	39.8%	26.5%
Total		100.0%	100.0%	100.0%



**Q41d. I HAVE BEEN GIVEN ADEQUATE COUNSELING/GUIDANCE ON MY CAREER BY MY  
DIVISION/DEPARTMENT/COMMAND COUNSELOR \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q41d. I HAVE BEEN GIVEN ADEQUATE COUNSELING/	2	27.9%	39.4%	32.3%	35.6%
GUIDANCE ON MY CAREER BY MY	3	29.3%	20.8%	24.7%	22.9%
DIVISION/	4	28.7%	25.4%	18.4%	22.1%
DEPARTMENT/	6	14.1%	14.5%	24.6%	19.4%
COMMAND COUNSELOR					
Total		100.0%	100.0%	100.0%	100.0%

**Q41d. I HAVE BEEN GIVEN ADEQUATE COUNSELING/GUIDANCE ON MY CAREER BY  
MY DIVISION/DEPARTMENT/COMMAND COUNSELOR \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q41d. I HAVE BEEN GIVEN ADEQUATE COUNSELING/	2	36.1%	33.0%	35.6%
GUIDANCE ON MY CAREER BY MY	3	23.2%	21.2%	22.9%
DIVISION/	4	20.9%	28.2%	22.1%
DEPARTMENT/	6	19.7%	17.6%	19.4%
COMMAND COUNSELOR				
Total		100.0%	100.0%	100.0%

**Q41d. I HAVE BEEN GIVEN ADEQUATE COUNSELING/GUIDANCE ON MY CAREER BY MY  
DIVISION/DEPARTMENT/COMMAND COUNSELOR \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q41d. I HAVE BEEN GIVEN ADEQUATE COUNSELING/	2	36.7%	29.0%	35.6%
GUIDANCE ON MY CAREER BY MY	3	23.8%	17.5%	22.9%
DIVISION/	4	19.8%	35.6%	22.1%
DEPARTMENT/	6	19.6%	17.8%	19.4%
COMMAND COUNSELOR				
Total		100.0%	100.0%	100.0%

**Q42a. I AM SATISFIED WITH THE DETAILING PROCESS \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q42a. I AM SATISFIED WITH THE DETAILING PROCESS	Agree	51.1%	51.8%	63.8%	57.6%
	Neither agree nor disagree	23.7%	20.8%	12.1%	16.6%
	Disagree	25.2%	27.4%	24.1%	25.8%
Total		100.0%	100.0%	100.0%	100.0%

**Q42a. I AM SATISFIED WITH THE DETAILING PROCESS \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q42a. I AM SATISFIED WITH THE DETAILING PROCESS	Agree	58.5%	52.8%	57.6%
	Neither agree nor disagree	16.8%	16.1%	16.6%
	Disagree	24.7%	31.1%	25.8%
Total		100.0%	100.0%	100.0%

**Q42a. I AM SATISFIED WITH THE DETAILING PROCESS \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q42a. I AM SATISFIED WITH THE DETAILING PROCESS	Agree	57.6%	57.7%	57.6%
	Neither agree nor disagree	17.3%	12.8%	16.6%
	Disagree	25.1%	29.6%	25.8%
Total		100.0%	100.0%	100.0%

**Q42b. I HAVE A CLEAR UNDERSTANDING OF THE DETAILING PROCESS \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q42b. I HAVE A CLEAR UNDERSTANDING OF THE DETAILING PROCESS	Agree	74.0%	59.0%	75.5%	67.4%
	Neither agree nor disagree	10.5%	15.7%	11.1%	13.3%
	Disagree	15.4%	25.3%	13.3%	19.2%
Total		100.0%	100.0%	100.0%	100.0%

**Q42b. I HAVE A CLEAR UNDERSTANDING OF THE DETAILING PROCESS \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q42b. I HAVE A CLEAR UNDERSTANDING OF THE DETAILING PROCESS	Agree	68.1%	64.0%	67.4%
	Neither agree nor disagree	13.4%	13.0%	13.3%
	Disagree	18.5%	23.1%	19.2%
Total		100.0%	100.0%	100.0%

**Q42b. I HAVE A CLEAR UNDERSTANDING OF THE DETAILING PROCESS \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q42b. I HAVE A CLEAR UNDERSTANDING OF THE DETAILING PROCESS	Agree	66.9%	70.5%	67.4%
	Neither agree nor disagree	13.9%	9.8%	13.3%
	Disagree	19.2%	19.7%	19.2%
Total		100.0%	100.0%	100.0%

**Q42c. RESPONDS IN A TIMELY MANNER TO MY QUESTIONS AND CONCERNS \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q42c. RESPONDS IN A TIMELY MANNER TO MY QUESTIONS AND CONCERNS	Agree	59.0%	61.3%	76.6%	68.7%
	Neither agree nor disagree	31.6%	21.1%	12.6%	17.2%
	Disagree	9.4%	17.6%	10.8%	14.1%
Total		100.0%	100.0%	100.0%	100.0%

**Q42c. RESPONDS IN A TIMELY MANNER TO MY QUESTIONS AND CONCERNS \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q42c. RESPONDS IN A TIMELY MANNER TO MY QUESTIONS AND CONCERNS	Agree	69.1%	66.5%	68.7%
	Neither agree nor disagree	17.5%	16.1%	17.2%
	Disagree	13.5%	17.4%	14.1%
Total		100.0%	100.0%	100.0%

**Q42c. RESPONDS IN A TIMELY MANNER TO MY QUESTIONS AND CONCERNS \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q42c. RESPONDS IN A TIMELY MANNER TO MY QUESTIONS AND CONCERNS	Agree	69.6%	63.1%	68.7%
	Neither agree nor disagree	17.4%	16.5%	17.2%
	Disagree	13.0%	20.4%	14.1%
Total		100.0%	100.0%	100.0%

**Q42d. IS AN ADVOCATE FOR MY NEEDS AND DESIRES \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q42d. IS AN ADVOCATE FOR MY NEEDS AND DESIRES	Agree	40.0%	45.1%	52.5%	48.6%
	Neither agree nor disagree	38.7%	29.2%	24.2%	27.0%
	Disagree	21.3%	25.8%	23.3%	24.4%
Total		100.0%	100.0%	100.0%	100.0%

**Q42d. IS AN ADVOCATE FOR MY NEEDS AND DESIRES \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q42d. IS AN ADVOCATE FOR MY NEEDS AND DESIRES	Agree	49.2%	45.3%	48.6%
	Neither agree nor disagree	26.8%	28.1%	27.0%
	Disagree	24.0%	26.6%	24.4%
Total		100.0%	100.0%	100.0%

**Q42d. IS AN ADVOCATE FOR MY NEEDS AND DESIRES \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q42d. IS AN ADVOCATE FOR MY NEEDS AND DESIRES	Agree	48.9%	46.6%	48.6%
	Neither agree nor disagree	27.6%	23.2%	27.0%
	Disagree	23.5%	30.2%	24.4%
Total		100.0%	100.0%	100.0%

**Q42e. IS RECEPTIVE TO RESOLVING CONFLICTS BETWEEN MY DESIRES AND THE NEEDS OF THE NAVY \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q42e. IS RECEPTIVE TO RESOLVING CONFLICTS BETWEEN MY DESIRES AND THE NEEDS OF THE NAVY	Agree	36.9%	45.7%	59.4%	52.2%
	Neither agree nor disagree	46.0%	33.1%	24.9%	29.4%
	Disagree	17.1%	21.2%	15.6%	18.4%
Total		100.0%	100.0%	100.0%	100.0%

**Q42e. IS RECEPTIVE TO RESOLVING CONFLICTS BETWEEN MY DESIRES AND THE NEEDS OF THE NAVY \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q42e. IS RECEPTIVE TO RESOLVING CONFLICTS BETWEEN MY DESIRES AND THE NEEDS OF THE NAVY	Agree	52.9%	48.3%	52.2%
	Neither agree nor disagree	29.2%	30.6%	29.4%
	Disagree	17.9%	21.0%	18.4%
Total		100.0%	100.0%	100.0%

**Q42e. IS RECEPTIVE TO RESOLVING CONFLICTS BETWEEN MY DESIRES AND THE NEEDS OF THE NAVY \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q42e. IS RECEPTIVE TO RESOLVING CONFLICTS BETWEEN MY DESIRES AND THE NEEDS OF THE NAVY	Agree	52.5%	50.1%	52.2%
	Neither agree nor disagree	30.3%	24.2%	29.4%
	Disagree	17.2%	25.7%	18.4%
Total		100.0%	100.0%	100.0%

**Q42f. I AM SATISFIED WITH MY DETAILER \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q42f. I AM SATISFIED WITH MY DETAILER	Agree	61.3%	55.6%	66.5%	61.0%
	Neither agree nor disagree	20.0%	26.9%	21.9%	24.3%
	Disagree	18.8%	17.5%	11.6%	14.7%
Total		100.0%	100.0%	100.0%	100.0%

**Q42f. I AM SATISFIED WITH MY DETAILER \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q42f. I AM SATISFIED WITH MY DETAILER	Agree	61.4%	58.8%	61.0%
	Neither agree nor disagree	24.2%	24.9%	24.3%
	Disagree	14.4%	16.3%	14.7%
Total		100.0%	100.0%	100.0%

**Q42f. I AM SATISFIED WITH MY DETAILER \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q42f. I AM SATISFIED WITH MY DETAILER	Agree	62.0%	55.2%	61.0%
	Neither agree nor disagree	24.4%	23.6%	24.3%
	Disagree	13.6%	21.2%	14.7%
Total		100.0%	100.0%	100.0%

**Q42g. SINCE REPORTING TO MY CURRENT DUTY STATION I HAVE BEEN SATISFIED WITH THE ASSIGNMENT I WAS GIVEN \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q42g. SINCE REPORTING TO MY CURRENT DUTY STATION I HAVE BEEN SATISFIED WITH THE ASSIGNMENT I WAS GIVEN	Agree	74.5%	75.7%	81.5%	78.5%
	Neither agree nor disagree	20.6%	11.5%	9.1%	10.6%
	Disagree	4.9%	12.8%	9.4%	10.9%
Total		100.0%	100.0%	100.0%	100.0%

**Q42g. SINCE REPORTING TO MY CURRENT DUTY STATION I HAVE BEEN SATISFIED WITH THE ASSIGNMENT I WAS GIVEN \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q42g. SINCE REPORTING TO MY CURRENT DUTY STATION I HAVE BEEN SATISFIED WITH THE ASSIGNMENT I WAS GIVEN	Agree	78.8%	76.9%	78.5%
	Neither agree nor disagree	10.4%	11.8%	10.6%
	Disagree	10.9%	11.3%	11.0%
Total		100.0%	100.0%	100.0%

**Q42g. SINCE REPORTING TO MY CURRENT DUTY STATION I HAVE BEEN SATISFIED WITH THE ASSIGNMENT I WAS GIVEN \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q42g. SINCE REPORTING TO MY CURRENT DUTY STATION I HAVE BEEN SATISFIED WITH THE ASSIGNMENT I WAS GIVEN	Agree	78.8%	76.2%	78.5%
	Neither agree nor disagree	10.8%	9.5%	10.6%
	Disagree	10.4%	14.3%	11.0%
Total		100.0%	100.0%	100.0%

**Q43. DID YOU RECIEVE THE ORDERS OF YOUR CHOICE? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q43. DID YOU RECIEVE THE ORDERS OF YOUR CHOICE?	Does not apply, I have not yet negotiated orders		7.8%	1.5%	4.5%
	Does not apply, I did not contact my detailer to negotiate m		6.9%	6.1%	6.3%
	Yes	74.9%	64.3%	70.8%	67.7%
	No	25.1%	21.1%	21.7%	21.5%
Total		100.0%	100.0%	100.0%	100.0%

**Q43. DID YOU RECIEVE THE ORDERS OF YOUR CHOICE? \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q43. DID YOU RECIEVE THE ORDERS OF YOUR CHOICE?	Does not apply, I have not yet negotiated orders	4.7%	3.5%	4.5%
	Does not apply, I did not contact my detailer to negotiate m	6.7%	4.5%	6.3%
	Yes	67.4%	69.2%	67.7%
	No	21.2%	22.8%	21.5%
Total		100.0%	100.0%	100.0%

**Q43. DID YOU RECIEVE THE ORDERS OF YOUR CHOICE? \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q43. DID YOU RECIEVE THE ORDERS OF YOUR CHOICE?	Does not apply, I have not yet negotiated orders	4.6%	3.9%	4.5%
	Does not apply, I did not contact my detailer to negotiate m	6.1%	7.6%	6.3%
	Yes	68.3%	64.3%	67.7%
	No	21.0%	24.2%	21.5%
Total		100.0%	100.0%	100.0%

**Q44. HOW FAR IN ADVANCE OF YOUR PRD DID YOU BEGIN THE PROCESS? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q44. HOW FAR IN ADVANCE OF YOUR PRD DID YOU BEGIN THE PROCESS?	Does not apply, I have not yet negotiated orders	.3%	7.5%	.9%	4.1%
	Does not apply, I did not contact my detailer to negotiate m		6.4%	5.4%	5.8%
	Less than 3 months prior to my PRD	2.6%	4.9%	4.8%	4.8%
	3 months to less than 6 months prior to my PRD	9.1%	8.6%	5.1%	6.9%
	6 months to less than 9 months prior to my PRD	14.0%	17.2%	19.2%	18.1%
	9 months to less than 12 months prior to my PRD	44.2%	34.2%	36.9%	35.8%
	More than 12 months prior to my PRD	29.9%	21.3%	27.7%	24.6%
Total		100.0%	100.0%	100.0%	100.0%



**Q44. HOW FAR IN ADVANCE OF YOUR PRD DID YOU BEGIN THE PROCESS? \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q44. HOW FAR IN ADVANCE OF YOUR PRD DID YOU BEGIN THE PROCESS?	Does not apply, I have not yet negotiated orders	4.2%	3.2%	4.1%
	Does not apply, I did not contact my detailer to negotiate m	6.0%	4.4%	5.8%
	Less than 3 months prior to my PRD	4.7%	5.5%	4.8%
	3 months to less than 6 months prior to my PRD	6.1%	11.4%	6.9%
	6 months to less than 9 months prior to my PRD	18.1%	17.6%	18.1%
	9 months to less than 12 months prior to my PRD	36.0%	34.8%	35.8%
	More than 12 months prior to my PRD	24.9%	23.2%	24.6%
	Total	100.0%	100.0%	100.0%

**Q44. HOW FAR IN ADVANCE OF YOUR PRD DID YOU BEGIN THE PROCESS? \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q44. HOW FAR IN ADVANCE OF YOUR PRD DID YOU BEGIN THE PROCESS?	Does not apply, I have not yet negotiated orders	4.2%	3.2%	4.1%
	Does not apply, I did not contact my detailer to negotiate m	5.2%	8.9%	5.8%
	Less than 3 months prior to my PRD	4.5%	6.4%	4.8%
	3 months to less than 6 months prior to my PRD	7.3%	4.4%	6.9%
	6 months to less than 9 months prior to my PRD	18.5%	15.6%	18.1%
	9 months to less than 12 months prior to my PRD	35.9%	35.1%	35.8%
	More than 12 months prior to my PRD	24.3%	26.4%	24.6%
	Total	100.0%	100.0%	100.0%

**Q45. HOW MANY CHOICES WERE YOU GIVEN? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q45.	Does not apply, I have not yet negotiated orders		7.7%	1.3%	4.4%
HOW MANY CHOICES WERE YOU GIVEN?	Does not apply, I did not contact my detailer to negotiate m		6.8%	6.5%	6.5%
	1	16.3%	19.5%	30.9%	24.9%
	2	28.6%	18.5%	22.5%	20.7%
	3	22.8%	20.5%	23.4%	22.0%
	4	13.8%	4.1%	5.6%	5.1%
	5 or more	18.4%	22.9%	9.7%	16.4%
Total		100.0%	100.0%	100.0%	100.0%

**Q45. HOW MANY CHOICES WERE YOU GIVEN? \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q45.	Does not apply, I have not yet negotiated orders	4.7%	3.2%	4.4%
HOW MANY CHOICES WERE YOU GIVEN?	Does not apply, I did not contact my detailer to negotiate m	6.7%	5.2%	6.5%
	1	25.2%	23.4%	24.9%
	2	20.2%	23.5%	20.7%
	3	21.9%	22.5%	22.0%
	4	5.0%	5.4%	5.1%
	5 or more	16.3%	16.8%	16.4%
Total		100.0%	100.0%	100.0%

**Q45. HOW MANY CHOICES WERE YOU GIVEN? \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q45.	Does not apply, I have not yet negotiated orders	4.5%	4.2%	4.4%
HOW MANY CHOICES WERE YOU GIVEN?	Does not apply, I did not contact my detailer to negotiate m	6.3%	7.5%	6.5%
	1	24.4%	28.3%	24.9%
	2	20.2%	24.0%	20.7%
	3	22.8%	16.9%	22.0%
	4	5.3%	3.8%	5.1%
	5 or more	16.6%	15.4%	16.4%
Total		100.0%	100.0%	100.0%

**Q46. HOW FAR IN ADVANCE WERE YOUR ODERS GIVEN? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q46. HOW FAR IN ADVANCE WERE YOUR ODERS GIVEN?	Does not apply, I have not yet negotiated orders		8.5%	1.4%	4.9%
	Does not apply, I did not contact my detailer to negotiate m		5.9%	5.1%	5.3%
	Less than 3 months prior to my PRD	4.4%	24.8%	23.3%	23.6%
	3 months to less than 6 months prior to my PRD	44.9%	31.2%	32.4%	32.1%
	6 months to less than 9 months prior to my PRD	30.1%	21.7%	27.8%	24.9%
	9 months to less than 12 months prior to my PRD	20.6%	6.3%	7.5%	7.3%
	More than 12 months prior to my PRD		1.5%	2.5%	2.0%
	Total	100.0%	100.0%	100.0%	100.0%

**Q46. HOW FAR IN ADVANCE WERE YOUR ODERS GIVEN? \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q46. HOW FAR IN ADVANCE WERE YOUR ODERS GIVEN?	Does not apply, I have not yet negotiated orders	4.8%	5.3%	4.8%
	Does not apply, I did not contact my detailer to negotiate m	5.7%	3.6%	5.3%
	Less than 3 months prior to my PRD	22.9%	27.3%	23.6%
	3 months to less than 6 months prior to my PRD	32.1%	31.9%	32.1%
	6 months to less than 9 months prior to my PRD	25.6%	21.1%	24.9%
	9 months to less than 12 months prior to my PRD	7.0%	8.7%	7.3%
	More than 12 months prior to my PRD	1.9%	2.2%	2.0%
	Total	100.0%	100.0%	100.0%

**Q46. HOW FAR IN ADVANCE WERE YOUR ORDERS GIVEN? \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q46. HOW FAR IN ADVANCE WERE YOUR ORDERS GIVEN?	Does not apply, I have not yet negotiated orders	4.9%	4.5%	4.9%
	Does not apply, I did not contact my detailee to negotiate m	5.2%	6.0%	5.3%
	Less than 3 months prior to my PRD	24.0%	20.7%	23.6%
	3 months to less than 6 months prior to my PRD	32.5%	30.0%	32.1%
	6 months to less than 9 months prior to my PRD	24.6%	26.5%	24.9%
	9 months to less than 12 months prior to my PRD	7.0%	9.0%	7.3%
	More than 12 months prior to my PRD	1.7%	3.3%	2.0%
	Total	100.0%	100.0%	100.0%

**PRIMARY CONCERNS IN CHOOSING PRESENT ASSIGNMENT by PAYGRP**

			CWO	O-1 to O-3	O-4 and above	Total
PRIMARY CONCERNS IN CHOOSING PRESENT ASSIGNMENT	Q47a. DOES NOT APPLY	Column %	11.7%	9.3%	10.1%	9.8%
	Q47b. ASSIGNMENT	Column %	56.0%	60.8%	64.2%	62.3%
	Q47c. AVAILABILITY OF	Column %	2.0%	3.8%	3.3%	3.5%
	Q47d. FUTURE	Column %	4.6%	7.8%	8.6%	8.1%
	Q47e. FUTURE	Column %	16.4%	23.0%	26.9%	24.7%
	Q47f. ACCESS TO	Column %	11.4%	15.0%	4.5%	9.8%
	Q47g. COST OF LIVING	Column %	27.1%	17.9%	18.3%	18.3%
	Q47h. GEOGRAPHIC	Column %	71.8%	72.7%	66.4%	69.6%
	Q47i. IMPACT OF MOVE	Column %	36.0%	33.2%	42.7%	37.9%
	Q47j. PROMOTION	Column %	27.1%	23.1%	36.8%	29.9%
	Q47k. REQUIRED FOR	Column %	9.0%	25.4%	30.9%	27.7%
	Q47l. SPOUSE	Column %	15.8%	14.1%	14.5%	14.3%
	Q47m. SPOUSE/FAMILY	Column %	20.2%	17.4%	20.5%	19.0%
	Q47n. SPOUSE	Column %	4.4%	5.2%	2.5%	3.9%
	Q47o. CHILDRENS	Column %	22.6%	14.0%	30.2%	22.1%
	Q47p. SPOUSE	Column %	15.5%	22.7%	29.2%	25.7%
	Q47q. CHILDRENS	Column %	11.1%	4.1%	9.7%	7.0%
	Q47r. CLOSE TO OTHER	Column %	16.2%	16.7%	14.3%	15.5%
	Q47s. OTHER	Column %	12.8%	3.4%	6.2%	5.0%

**PRIMARY CONCERNS IN CHOOSING PRESENT ASSIGNMENT by RACEGRP**

			majority	minority	Total
PRIMARY CONCERNS IN CHOOSING PRESENT ASSIGNMENT	Q47a. DOES NOT APPLY	Column %	10.2%	7.2%	9.8%
	Q47b. ASSIGNMENT	Column %	63.3%	57.0%	62.3%
	Q47c. AVAILABILITY OF	Column %	3.5%	3.6%	3.5%
	Q47d. FUTURE	Column %	8.4%	6.6%	8.1%
	Q47e. FUTURE	Column %	24.9%	24.0%	24.7%
	Q47f. ACCESS TO	Column %	8.6%	16.2%	9.8%
	Q47g. COST OF LIVING	Column %	17.8%	21.1%	18.3%
	Q47h. GEOGRAPHIC	Column %	69.5%	70.4%	69.6%
	Q47i. IMPACT OF MOVE	Column %	38.7%	33.8%	37.9%
	Q47j. PROMOTION	Column %	29.3%	32.9%	29.9%
	Q47k. REQUIRED FOR	Column %	27.3%	29.8%	27.7%
	Q47l. SPOUSE	Column %	14.3%	14.8%	14.3%
	Q47m. SPOUSE/FAMILY	Column %	18.7%	20.5%	19.0%
	Q47n. SPOUSE	Column %	3.3%	6.9%	3.9%
	Q47o. CHILDRENS	Column %	22.7%	18.4%	22.1%
	Q47p. SPOUSE	Column %	26.4%	21.9%	25.7%
	Q47q. CHILDRENS	Column %	7.4%	5.0%	7.0%
	Q47r. CLOSE TO OTHER	Column %	15.3%	16.9%	15.5%
	Q47s. OTHER	Column %	5.1%	4.7%	5.0%

**PRIMARY CONCERNS IN CHOOSING PRESENT ASSIGNMENT by Q55**

			Q55. GENDER		Total
			Male	Female	
PRIMARY CONCERNS IN CHOOSING PRESENT ASSIGNMENT	Q47a. DOES NOT APPLY	Column %	9.8%	9.4%	9.8%
	Q47b. ASSIGNMENT	Column %	62.9%	58.6%	62.3%
	Q47c. AVAILABILITY OF	Column %	3.8%	1.9%	3.5%
	Q47d. FUTURE	Column %	8.3%	7.0%	8.1%
	Q47e. FUTURE	Column %	24.3%	27.2%	24.7%
	Q47f. ACCESS TO	Column %	10.0%	8.7%	9.8%
	Q47g. COST OF LIVING	Column %	18.4%	18.2%	18.3%
	Q47h. GEOGRAPHIC	Column %	70.4%	64.9%	69.6%
	Q47i. IMPACT OF MOVE	Column %	40.3%	23.8%	37.9%
	Q47j. PROMOTION	Column %	30.0%	29.3%	29.9%
	Q47k. REQUIRED FOR	Column %	28.0%	26.0%	27.7%
	Q47l. SPOUSE	Column %	14.1%	15.7%	14.3%
	Q47m. SPOUSE/FAMILY	Column %	17.9%	25.4%	19.0%
	Q47n. SPOUSE	Column %	4.2%	2.2%	3.9%
	Q47o. CHILDRENS	Column %	23.9%	10.9%	22.1%
	Q47p. SPOUSE	Column %	27.7%	13.6%	25.7%
	Q47q. CHILDRENS	Column %	7.8%	2.3%	7.0%
	Q47r. CLOSE TO OTHER	Column %	16.1%	12.3%	15.5%
	Q47s. OTHER	Column %	4.1%	10.3%	5.0%

**Q53a. DOES NOT APPLY, I DID NOT EXPERIENCE ANY FINANCIAL LOSS DURING LAST PCS \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q53a. DOES NOT APPLY, I DID NOT EXPERIENCE ANY FINANCIAL LOSS DURING LAST PCS	UnChecked	69.0%	65.8%	70.9%	68.4%
	Checked	31.0%	34.2%	29.1%	31.6%
	Total	100.0%	100.0%	100.0%	100.0%

**Q53a. DOES NOT APPLY, I DID NOT EXPERIENCE ANY FINANCIAL LOSS DURING LAST PCS \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q53a. DOES NOT APPLY, I DID NOT EXPERIENCE ANY FINANCIAL LOSS DURING LAST PCS	UnChecked	68.0%	70.4%	68.4%
	Checked	32.0%	29.6%	31.6%
	Total	100.0%	100.0%	100.0%

**Q53a. DOES NOT APPLY, I DID NOT EXPERIENCE ANY FINANCIAL LOSS DURING LAST PCS \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q53a. DOES NOT APPLY, I DID NOT EXPERIENCE ANY FINANCIAL LOSS DURING LAST PCS	UnChecked	70.0%	58.8%	68.4%
	Checked	30.0%	41.2%	31.6%
	Total	100.0%	100.0%	100.0%

**Q53b. DOES NOT APPLY, HAVE NOT EXPERIENCED A PCS MOVE \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q53b. DOES NOT APPLY, HAVE NOT EXPERIENCED A PCS MOVE	UnChecked	97.7%	97.8%	97.9%	97.9%
	Checked	2.3%	2.2%	2.1%	2.1%
	Total	100.0%	100.0%	100.0%	100.0%

**Q53b. DOES NOT APPLY, HAVE NOT EXPERIENCED A PCS MOVE \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q53b. DOES NOT APPLY, HAVE NOT EXPERIENCED A PCS MOVE	UnChecked	98.2%	96.2%	97.9%
	Checked	1.8%	3.8%	2.1%
Total		100.0%	100.0%	100.0%

**Q53b. DOES NOT APPLY, HAVE NOT EXPERIENCED A PCS MOVE \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q53b. DOES NOT APPLY, HAVE NOT EXPERIENCED A PCS MOVE	UnChecked	98.4%	94.8%	97.9%
	Checked	1.6%	5.2%	2.1%
Total		100.0%	100.0%	100.0%

**Q53c. LOSS IN VALUE OF A HOME OR PROPERTY YOU OWN DURING LAST PCS \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q53c. LOSS IN VALUE OF A HOME OR PROPERTY YOU OWN DURING LAST PCS	UnChecked	93.0%	94.6%	91.4%	93.0%
	Checked	7.0%	5.4%	8.6%	7.0%
Total		100.0%	100.0%	100.0%	100.0%

**Q53c. LOSS IN VALUE OF A HOME OR PROPERTY YOU OWN DURING LAST PCS \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q53c. LOSS IN VALUE OF A HOME OR PROPERTY YOU OWN DURING LAST PCS	UnChecked	93.1%	92.3%	93.0%
	Checked	6.9%	7.7%	7.0%
Total		100.0%	100.0%	100.0%

**Q53c. LOSS IN VALUE OF A HOME OR PROPERTY YOU OWN DURING LAST PCS \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q53c. LOSS IN VALUE OF A HOME OR PROPERTY YOU OWN DURING LAST PCS	UnChecked	92.6%	95.1%	93.0%
	Checked	7.4%	4.9%	7.0%
Total		100.0%	100.0%	100.0%

**Q53d. LOSS IN SPOUSE INCOME DURING LAST PCS \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q53d. LOSS IN SPOUSE INCOME DURING LAST PCS	UnChecked	66.0%	79.8%	72.7%	76.0%
	Checked	34.0%	20.2%	27.3%	24.0%
Total		100.0%	100.0%	100.0%	100.0%

**Q53d. LOSS IN SPOUSE INCOME DURING LAST PCS \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q53d. LOSS IN SPOUSE INCOME DURING LAST PCS	UnChecked	75.6%	78.4%	76.0%
	Checked	24.4%	21.6%	24.0%
Total		100.0%	100.0%	100.0%

**Q53d. LOSS IN SPOUSE INCOME DURING LAST PCS \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q53d. LOSS IN SPOUSE INCOME DURING LAST PCS	UnChecked	74.2%	87.0%	76.0%
	Checked	25.8%	13.0%	24.0%
Total		100.0%	100.0%	100.0%



**Q53e. LOSS IN SPOUSE RETIREMENT BENEFITS DURING LAST PCS \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q53e. LOSS IN SPOUSE RETIREMENT BENEFITS DURING LAST PCS	UnChecked	88.5%	92.7%	91.7%	92.1%
	Checked	11.5%	7.3%	8.3%	7.9%
Total		100.0%	100.0%	100.0%	100.0%

**Q53e. LOSS IN SPOUSE RETIREMENT BENEFITS DURING LAST PCS \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q53e. LOSS IN SPOUSE RETIREMENT BENEFITS DURING LAST PCS	UnChecked	92.0%	92.8%	92.1%
	Checked	8.0%	7.2%	7.9%
Total		100.0%	100.0%	100.0%

**Q53e. LOSS IN SPOUSE RETIREMENT BENEFITS DURING LAST PCS \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q53e. LOSS IN SPOUSE RETIREMENT BENEFITS DURING LAST PCS	UnChecked	91.3%	97.0%	92.1%
	Checked	8.7%	3.0%	7.9%
Total		100.0%	100.0%	100.0%

**Q53f. LOSS DUE TO ADDITIONAL COST OF MOVING VEHICLES NOT COVERED BY PCS TRANSITION AGREEMENT \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q53f. LOSS DUE TO ADDITIONAL COST OF MOVING VEHICLES NOT COVERED BY PCS TRANSITION AGREEMENT	UnChecked	68.3%	76.3%	67.6%	71.9%
	Checked	31.7%	23.7%	32.4%	28.1%
Total		100.0%	100.0%	100.0%	100.0%

**Q53f. LOSS DUE TO ADDITIONAL COST OF MOVING VEHICLES NOT COVERED  
BY PCS TRANSITION AGREEMENT \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q53f. LOSS DUE TO ADDITIONAL COST OF MOVING VEHICLES NOT COVERED BY PCS TRANSITION AGREEMENT	UnChecked	72.3%	70.0%	71.9%
	Checked	27.7%	30.0%	28.1%
Total		100.0%	100.0%	100.0%

**Q53f. LOSS DUE TO ADDITIONAL COST OF MOVING VEHICLES NOT COVERED  
BY PCS TRANSITION AGREEMENT \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q53f. LOSS DUE TO ADDITIONAL COST OF MOVING VEHICLES NOT COVERED BY PCS TRANSITION AGREEMENT	UnChecked	70.3%	81.5%	71.9%
	Checked	29.7%	18.5%	28.1%
Total		100.0%	100.0%	100.0%

**Q53g. LOSS DUE TO ADDITIONAL COST FOR FULL COMMERCIAL INSURANCE OF HOUSEHOLD  
GOODS \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q53g. LOSS DUE TO ADDITIONAL COST FOR FULL COMMERCIAL INSURANCE OF HOUSEHOLD GOODS	UnChecked	88.6%	89.9%	85.6%	87.8%
	Checked	11.4%	10.1%	14.4%	12.2%
Total		100.0%	100.0%	100.0%	100.0%

**Q53g. LOSS DUE TO ADDITIONAL COST FOR FULL COMMERCIAL INSURANCE OF  
HOUSEHOLD GOODS \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q53g. LOSS DUE TO ADDITIONAL COST FOR FULL COMMERCIAL INSURANCE OF HOUSEHOLD GOODS	UnChecked	87.9%	87.0%	87.8%
	Checked	12.1%	13.0%	12.2%
Total		100.0%	100.0%	100.0%

**Q53g. LOSS DUE TO ADDITIONAL COST FOR FULL COMMERCIAL INSURANCE OF  
HOUSEHOLD GOODS \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q53g. LOSS DUE TO ADDITIONAL COST FOR FULL COMMERCIAL INSURANCE OF HOUSEHOLD GOODS	UnChecked	87.3%	90.6%	87.8%
	Checked	12.7%	9.4%	12.2%
Total		100.0%	100.0%	100.0%

**Q53h. LOSS DUE TO STOLEN GOODS DURING LAST PCS \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q53h. LOSS DUE TO STOLEN GOODS DURING LAST PCS	UnChecked	86.8%	91.0%	89.1%	90.0%
	Checked	13.2%	9.0%	10.9%	10.0%
Total		100.0%	100.0%	100.0%	100.0%

**Q53h. LOSS DUE TO STOLEN GOODS DURING LAST PCS \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q53h. LOSS DUE TO STOLEN GOODS DURING LAST PCS	UnChecked	90.2%	89.0%	90.0%
	Checked	9.8%	11.0%	10.0%
Total		100.0%	100.0%	100.0%

**Q53h. LOSS DUE TO STOLEN GOODS DURING LAST PCS \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q53h. LOSS DUE TO STOLEN GOODS DURING LAST PCS	UnChecked	90.0%	90.2%	90.0%
	Checked	10.0%	9.8%	10.0%
Total		100.0%	100.0%	100.0%

**Q53i. LOSS DUE TO DAMAGED GOODS DURING MOVE \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q53i. LOSS DUE TO DAMAGED GOODS DURING MOVE	UnChecked	61.1%	57.2%	51.6%	54.6%
	Checked	38.9%	42.8%	48.4%	45.4%
Total		100.0%	100.0%	100.0%	100.0%

**Q53i. LOSS DUE TO DAMAGED GOODS DURING MOVE \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q53i. LOSS DUE TO DAMAGED GOODS DURING MOVE	UnChecked	55.6%	49.2%	54.6%
	Checked	44.4%	50.8%	45.4%
Total		100.0%	100.0%	100.0%

**Q53i. LOSS DUE TO DAMAGED GOODS DURING MOVE \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q53i. LOSS DUE TO DAMAGED GOODS DURING MOVE	UnChecked	53.4%	61.8%	54.6%
	Checked	46.6%	38.2%	45.4%
Total		100.0%	100.0%	100.0%

**Q55. GENDER \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q55. GENDER	Male	94.9%	84.1%	86.7%	85.7%
	Female	5.1%	15.9%	13.3%	14.3%
Total		100.0%	100.0%	100.0%	100.0%

**Q55. GENDER \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q55. GENDER	Male	86.8%	79.5%	85.7%
	Female	13.2%	20.5%	14.3%
Total		100.0%	100.0%	100.0%

**Q56. SPANISH, HISPANIC, OR LATINO ORIGIN? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q56. SPANISH, HISPANIC, OR LATINO ORIGIN?	Yes	4.3%	5.5%	3.5%	4.5%
	No	95.7%	94.5%	96.5%	95.5%
Total		100.0%	100.0%	100.0%	100.0%

**Q56. SPANISH, HISPANIC, OR LATINO ORIGIN? \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q56. SPANISH, HISPANIC, OR LATINO ORIGIN?	Yes		29.1%	4.5%
	No	100.0%	70.9%	95.5%
Total		100.0%	100.0%	100.0%

**Q56. SPANISH, HISPANIC, OR LATINO ORIGIN? \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q56. SPANISH, HISPANIC, OR LATINO ORIGIN?	Yes	4.4%	5.2%	4.5%
	No	95.6%	94.8%	95.5%
Total		100.0%	100.0%	100.0%

**Q57a. AMERICAN INDIAN OR ALASKA NATIVE \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q57a. AMERICAN INDIAN OR ALASKA NATIVE	UnChecked	95.9%	98.6%	98.5%	98.5%
	Checked	4.1%	1.4%	1.5%	1.5%
Total		100.0%	100.0%	100.0%	100.0%

**Q57a. AMERICAN INDIAN OR ALASKA NATIVE \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q57a. AMERICAN INDIAN OR ALASKA NATIVE	UnChecked	98.4%	99.0%	98.5%
	Checked	1.6%	1.0%	1.5%
Total		100.0%	100.0%	100.0%

**Q57b. ASIAN (ASIAN INDIAN, CHINESE, FILIPINO, JAPANESE, KOREAN, VIETNAMESE, ETC) \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q57b. ASIAN (ASIAN INDIAN, CHINESE, FILIPINO, JAPANESE, KOREAN, VIETNAMESE, ETC)	UnChecked	93.8%	95.0%	97.2%	96.0%
	Checked	6.2%	5.0%	2.8%	4.0%
Total		100.0%	100.0%	100.0%	100.0%

**Q57b. ASIAN (ASIAN INDIAN, CHINESE, FILIPINO, JAPANESE, KOREAN, VIETNAMESE, ETC) \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q57b. ASIAN (ASIAN INDIAN, CHINESE, FILIPINO, JAPANESE, KOREAN, VIETNAMESE, ETC)	UnChecked	97.0%	90.2%	96.0%
	Checked	3.0%	9.8%	4.0%
Total		100.0%	100.0%	100.0%

**Q57c. BLACK OR AFRICAN-AMERICAN \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q57c. BLACK OR AFRICAN-AMERICAN	UnChecked	90.3%	95.3%	96.2%	95.6%
	Checked	9.7%	4.7%	3.8%	4.4%
Total		100.0%	100.0%	100.0%	100.0%

**Q57c. BLACK OR AFRICAN-AMERICAN \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q57c. BLACK OR AFRICAN-AMERICAN	UnChecked	95.8%	94.1%	95.6%
	Checked	4.2%	5.9%	4.4%
Total		100.0%	100.0%	100.0%

**Q57d. NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER (SAMOAN, GUAMANIAN, CHAMORRO, ETC) \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q57d. NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER (SAMOAN, GUAMANIAN, CHAMORRO, ETC)	UnChecked	95.9%	99.0%	99.9%	99.4%
	Checked	4.1%	1.0%	.1%	.6%
Total		100.0%	100.0%	100.0%	100.0%

**Q57d. NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER (SAMOAN, GUAMANIAN, CHAMORRO, ETC) \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q57d. NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER (SAMOAN, GUAMANIAN, CHAMORRO, ETC)	UnChecked	99.7%	97.1%	99.4%
	Checked	.3%	2.9%	.6%
Total		100.0%	100.0%	100.0%

**Q57e. WHITE \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q57e. WHITE	UnChecked	22.2%	12.7%	9.1%	11.2%
	Checked	77.8%	87.3%	90.9%	88.8%
Total		100.0%	100.0%	100.0%	100.0%

**Q57e. WHITE \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q57e. WHITE	UnChecked	10.5%	15.5%	11.2%
	Checked	89.5%	84.5%	88.8%
Total		100.0%	100.0%	100.0%

**Q57f. OTHER RACIAL BACKGROUND \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q57f. OTHER RACIAL BACKGROUND	UnChecked	99.7%	96.0%	96.5%	96.3%
	Checked	.3%	4.0%	3.5%	3.7%
Total		100.0%	100.0%	100.0%	100.0%

**Q57f. OTHER RACIAL BACKGROUND \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q57f. OTHER RACIAL BACKGROUND	UnChecked	96.6%	95.1%	96.3%
	Checked	3.4%	4.9%	3.7%
Total		100.0%	100.0%	100.0%

**Q58. RELIGIOUS PREFERENCE \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q58. RELIGIOUS PREFERENCE	No religious preference	15.9%	18.5%	11.0%	14.8%
	Catholic	42.5%	32.2%	32.5%	32.6%
	Orthodox Christian (Greek, Russian, etc.)		1.1%	.4%	.7%
	Protestant Christian (Baptist, Presbyterian, Lutheran, non-d	33.0%	42.4%	50.1%	45.9%
	Mormon (Latter-day Saints)		1.9%	1.2%	1.6%
	Jewish	2.3%	.9%	1.6%	1.3%
	Muslim		.1%		.1%
	Hindu		.1%	.1%	.1%
	Buddhist		.6%	.1%	.3%
	Other religion not listed	6.3%	2.2%	2.8%	2.6%
Total		100.0%	100.0%	100.0%	100.0%



**Q58. RELIGIOUS PREFERENCE \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q58. RELIGIOUS PREFERENCE	No religious preference	14.7%	15.2%	14.8%
	Catholic	32.3%	34.2%	32.6%
	Orthodox Christian (Greek, Russian, etc.)	.8%	.4%	.7%
	Protestant Christian (Baptist, Presbyterian, Lutheran, non-d	46.8%	41.2%	45.9%
	Mormon (Latter-day Saints)	1.7%	.7%	1.6%
	Jewish	1.5%		1.3%
	Muslim		.4%	.1%
	Hindu		.9%	.1%
	Buddhist	.1%	1.6%	.3%
	Other religion not listed	2.1%	5.4%	2.6%
Total		100.0%	100.0%	100.0%

**Q58. RELIGIOUS PREFERENCE \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q58. RELIGIOUS PREFERENCE	No religious preference	14.9%	13.9%	14.8%
	Catholic	31.9%	36.8%	32.6%
	Orthodox Christian (Greek, Russian, etc.)	.8%		.7%
	Protestant Christian (Baptist, Presbyterian, Lutheran, non-d	46.5%	42.3%	45.9%
	Mormon (Latter-day Saints)	1.6%	1.3%	1.6%
	Jewish	1.2%	1.7%	1.3%
	Muslim	.1%		.1%
	Hindu	.1%	.5%	.1%
	Buddhist	.3%	.8%	.3%
	Other religion not listed	2.6%	2.7%	2.6%
Total		100.0%	100.0%	100.0%

**Q59. HIGHEST LEVEL OF EDUCATION COMPLETED \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q59. HIGHEST LEVEL OF EDUCATION COMPLETED	Less than high school completion/no diploma			.1%	.1%
	Alternate degree/ GED/homestudy/adult-school certification	2.3%	.1%		.1%
	High school diploma/graduate	8.8%	.9%	.4%	.8%
	Some college, no degree	39.4%	4.6%	2.2%	4.3%
	Associate's degree or other 2-year degree (A.A., A.S., etc.)	18.0%	2.6%	.7%	2.1%
	Bachelor's degree (B.A., B.S., etc.)	24.2%	68.2%	20.5%	44.0%
	Master's degree (M.A., M.S., M.B.A., etc.)	7.3%	17.6%	61.7%	38.7%
	Doctoral or professional degree (J.D., Ph.D., M.D., etc.)		5.9%	14.4%	9.9%
Total		100.0%	100.0%	100.0%	100.0%

**Q59. HIGHEST LEVEL OF EDUCATION COMPLETED \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q59. HIGHEST LEVEL OF EDUCATION COMPLETED	Less than high school completion/no diploma		.4%	.1%
	Alternate degree/ GED/homestudy/adult-school certification	.1%	.4%	.1%
	High school diploma/graduate	.8%	1.0%	.8%
	Some college, no degree	3.9%	6.6%	4.3%
	Associate's degree or other 2-year degree (A.A., A.S., etc.)	1.6%	4.5%	2.1%
	Bachelor's degree (B.A., B.S., etc.)	44.1%	43.4%	44.0%
	Master's degree (M.A., M.S., M.B.A., etc.)	39.5%	34.0%	38.7%
	Doctoral or professional degree (J.D., Ph.D., M.D., etc.)	10.0%	9.5%	9.9%
Total		100.0%	100.0%	100.0%

**Q59. HIGHEST LEVEL OF EDUCATION COMPLETED \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q59. HIGHEST LEVEL OF EDUCATION COMPLETED	Less than high school completion/no diploma		.5%	.1%
	Alternate degree/ GED/homestudy/adult-school certification	.1%		.1%
	High school diploma/graduate	1.0%		.8%
	Some college, no degree	4.7%	2.2%	4.3%
	Associate's degree or other 2-year degree (A.A., A.S., etc.)	2.3%	.9%	2.1%
	Bachelor's degree (B.A., B.S., etc.)	44.9%	38.5%	44.0%
	Master's degree (M.A., M.S., M.B.A., etc.)	37.7%	44.3%	38.7%
	Doctoral or professional degree (J.D., Ph.D., M.D., etc.)	9.3%	13.7%	9.9%
Total		100.0%	100.0%	100.0%

**Q60. WHAT IS YOUR CURRENT MARITAL STATUS? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q60. WHAT IS YOUR CURRENT MARITAL STATUS?	Single, never married	.4%	26.8%	5.9%	16.0%
	Married for the first time	57.4%	58.5%	73.3%	65.6%
	Remarried (was divorced or widowed)	27.8%	8.0%	14.0%	11.4%
	Legally separated (or filing for divorce)	4.7%	1.7%	.5%	1.2%
	Divorced	7.4%	4.7%	5.8%	5.3%
	Widowed	2.3%	.3%	.5%	.5%
Total		100.0%	100.0%	100.0%	100.0%

**Q60. WHAT IS YOUR CURRENT MARITAL STATUS? \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q60. WHAT IS YOUR CURRENT MARITAL STATUS?	Single, never married	15.1%	20.7%	16.0%
	Married for the first time	67.4%	56.3%	65.6%
	Remarried (was divorced or widowed)	11.0%	13.3%	11.4%
	Legally separated (or filing for divorce)	1.3%	.4%	1.2%
	Divorced	4.8%	8.4%	5.3%
	Widowed	.4%	.9%	.5%
Total		100.0%	100.0%	100.0%

**Q60. WHAT IS YOUR CURRENT MARITAL STATUS? \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q60. WHAT IS YOUR CURRENT MARITAL STATUS?	Single, never married	13.6%	30.4%	16.0%
	Married for the first time	69.5%	42.5%	65.6%
	Remarried (was divorced or widowed)	11.5%	10.7%	11.4%
	Legally separated (or filing for divorce)	1.3%	.5%	1.2%
	Divorced	3.9%	14.2%	5.3%
	Widowed	.3%	1.7%	.5%
Total		100.0%	100.0%	100.0%

**Presence of Children under 21 in household \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Presence of Children under 21 in household	No children under 21 in household	36.8%	58.2%	28.2%	43.1%
	Response not checked	63.2%	41.8%	71.8%	56.9%
Total		100.0%	100.0%	100.0%	100.0%

**Presence of Children under 21 in household \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Presence of Children under 21 in household	No children under 21 in household	42.0%	49.1%	43.1%
	Response not checked	58.0%	50.9%	56.9%
Total		100.0%	100.0%	100.0%

**Presence of Children under 21 in household \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Presence of Children under 21 in household	No children under 21 in household	39.5%	65.0%	43.1%
	Response not checked	60.5%	35.0%	56.9%
Total		100.0%	100.0%	100.0%

**Q61b. Children under 1 year \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q61b. Children under 1 year	no children	94.9%	88.0%	85.3%	87.1%
	One child	5.1%	12.0%	13.7%	12.5%
	2 or more children			1.0%	.4%
Total		100.0%	100.0%	100.0%	100.0%

**Q61b. Children under 1 year \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q61b. Children under 1 year	no children	86.1%	92.3%	87.1%
	One child	13.6%	7.0%	12.5%
	2 or more children	.3%	.7%	.4%
Total		100.0%	100.0%	100.0%

**Q61b. Children under 1 year \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q61b. Children under 1 year	no children	85.6%	93.7%	87.1%
	One child	14.1%	5.7%	12.5%
	2 or more children	.3%	.6%	.4%
Total		100.0%	100.0%	100.0%

**Q61c. Children 1 to 4 yrs. 11 months \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q61c. Children	no children	77.0%	77.6%	63.6%	71.8%
1 to 4 yrs. 11	One child	19.5%	16.4%	27.8%	21.2%
months	2 or more children	3.4%	6.0%	8.6%	7.0%
Total		100.0%	100.0%	100.0%	100.0%

**Q61c. Children 1 to 4 yrs. 11 months \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q61c. Children	no children	71.6%	72.5%	71.8%
1 to 4 yrs. 11	One child	21.1%	21.6%	21.2%
months	2 or more children	7.2%	6.0%	7.0%
Total		100.0%	100.0%	100.0%

**Q61c. Children 1 to 4 yrs. 11 months \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q61c. Children	no children	69.0%	84.7%	71.8%
1 to 4 yrs. 11	One child	23.4%	11.0%	21.2%
months	2 or more children	7.6%	4.3%	7.0%
Total		100.0%	100.0%	100.0%

**Q61d. Children 5 to 11 yrs. 11 months \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q61d. Children	no children	50.6%	77.1%	49.5%	63.8%
5 to 11 yrs. 11	One child	40.7%	14.4%	28.0%	21.2%
months	2 or more children	8.7%	8.6%	22.5%	14.9%
Total		100.0%	100.0%	100.0%	100.0%

**Q61d. Children 5 to 11 yrs. 11 months \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q61d. Children	no children	63.1%	67.6%	63.8%
5 to 11 yrs. 11	One child	21.4%	20.6%	21.2%
months	2 or more children	15.5%	11.8%	14.9%
Total		100.0%	100.0%	100.0%

**Q61d. Children 5 to 11 yrs. 11 months \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q61d. Children	no children	59.7%	86.6%	63.8%
5 to 11 yrs. 11	One child	24.0%	6.0%	21.2%
months	2 or more children	16.3%	7.3%	14.9%
Total		100.0%	100.0%	100.0%

**Q61e. Children 12 to 14 yrs. 11 months \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q61e. Children	no children	76.5%	89.2%	63.0%	77.1%
12 to 14 yrs. 11	One child	23.5%	10.0%	29.9%	19.3%
months	2 or more children		.8%	7.1%	3.6%
Total		100.0%	100.0%	100.0%	100.0%

**Q61e. Children 12 to 14 yrs. 11 months \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q61e. Children	no children	76.9%	78.6%	77.1%
12 to 14 yrs. 11	One child	19.4%	18.4%	19.3%
months	2 or more children	3.7%	3.0%	3.6%
Total		100.0%	100.0%	100.0%

**Q61e. Children 12 to 14 yrs. 11 months \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q61e. Children	no children	74.7%	88.5%	77.1%
12 to 14 yrs. 11	One child	21.4%	9.1%	19.3%
months	2 or more children	3.8%	2.4%	3.6%
Total		100.0%	100.0%	100.0%

**Q61f. Children 15 to 18 yrs. 11 months \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q61f. Children	no children	57.9%	88.5%	66.4%	78.4%
15 to 18 yrs. 11	One child	27.3%	9.7%	25.3%	16.7%
months	2 or more children	14.8%	1.8%	8.4%	4.9%
Total		100.0%	100.0%	100.0%	100.0%

**Q61f. Children 15 to 18 yrs. 11 months \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q61f. Children	no children	77.3%	83.5%	78.4%
15 to 18 yrs. 11	One child	17.6%	12.5%	16.7%
months	2 or more children	5.1%	4.0%	4.9%
Total		100.0%	100.0%	100.0%

**Q61f. Children 15 to 18 yrs. 11 months \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q61f. Children	no children	76.0%	89.8%	78.4%
15 to 18 yrs. 11	One child	18.6%	7.7%	16.7%
months	2 or more children	5.4%	2.5%	4.9%
Total		100.0%	100.0%	100.0%



**Q61g. Children 19 to 20 yrs. 11 months \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q61g. Children 19 to 20 yrs. 11 months	no children	91.7%	97.6%	84.3%	92.1%
	One child	8.3%	2.1%	13.6%	6.9%
	2 or more children		.3%	2.1%	1.0%
Total		100.0%	100.0%	100.0%	100.0%

**Q61g. Children 19 to 20 yrs. 11 months \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q61g. Children 19 to 20 yrs. 11 months	no children	91.3%	96.1%	92.1%
	One child	7.6%	3.2%	6.9%
	2 or more children	1.1%	.7%	1.0%
Total		100.0%	100.0%	100.0%

**Q61g. Children 19 to 20 yrs. 11 months \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q61g. Children 19 to 20 yrs. 11 months	no children	91.3%	95.8%	92.1%
	One child	7.7%	3.6%	6.9%
	2 or more children	1.1%	.6%	1.0%
Total		100.0%	100.0%	100.0%

**Q62. HOW MANY CHILDREN DO YOU HAVE IN CHILDCARE AT PRESENT? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q62. HOW MANY CHILDREN DO YOU HAVE IN CHILDCARE AT PRESENT?	1	53.6%	73.9%	68.7%	70.0%
	2	46.4%	21.2%	27.5%	25.9%
	3		3.1%	2.5%	2.6%
	4		.9%	.8%	.8%
	5 or more		.9%	.6%	.7%
Total		100.0%	100.0%	100.0%	100.0%

**Q62. HOW MANY CHILDREN DO YOU HAVE IN CHILDCARE AT PRESENT? \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q62. HOW MANY CHILDREN DO YOU HAVE IN CHILDCARE AT PRESENT?	1	69.8%	71.0%	70.0%
	2	26.4%	23.8%	25.8%
	3	2.9%	1.7%	2.6%
	4	1.0%		.8%
	5 or more		3.5%	.7%
Total		100.0%	100.0%	100.0%

**Q62. HOW MANY CHILDREN DO YOU HAVE IN CHILDCARE AT PRESENT? \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q62. HOW MANY CHILDREN DO YOU HAVE IN CHILDCARE AT PRESENT?	1	72.1%	58.8%	70.0%
	2	24.9%	30.8%	25.8%
	3	2.0%	5.8%	2.6%
	4	.5%	2.2%	.8%
	5 or more	.4%	2.3%	.7%
Total		100.0%	100.0%	100.0%

**Q63a. I AM ABLE TO PAY MY BILLS AND MEET MY FINANCIAL OBLIGATIONS WITH THE PAY I RECEIVE \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q63a. I AM ABLE TO PAY MY BILLS AND MEET MY FINANCIAL OBLIGATIONS WITH THE PAY I RECEIVE	Agree	91.0%	92.9%	92.1%	92.5%
	Neither agree nor disagree	6.7%	3.3%	3.7%	3.6%
	Disagree	2.3%	3.9%	4.2%	4.0%
Total		100.0%	100.0%	100.0%	100.0%

**Q63a. I AM ABLE TO PAY MY BILLS AND MEET MY FINANCIAL OBLIGATIONS WITH THE PAY I RECEIVE \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q63a. I AM ABLE TO PAY MY BILLS AND MEET MY FINANCIAL OBLIGATIONS WITH THE PAY I RECEIVE	Agree	92.6%	91.6%	92.5%
	Neither agree nor disagree	3.8%	2.5%	3.6%
	Disagree	3.6%	5.9%	4.0%
Total		100.0%	100.0%	100.0%

**Q63a. I AM ABLE TO PAY MY BILLS AND MEET MY FINANCIAL OBLIGATIONS  
WITH THE PAY I RECEIVE \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q63a. I AM ABLE TO PAY MY BILLS AND MEET MY FINANCIAL OBLIGATIONS WITH THE PAY I RECEIVE	Agree	92.4%	93.0%	92.5%
	Neither agree nor disagree	3.7%	2.7%	3.6%
	Disagree	3.9%	4.4%	4.0%
	Total	100.0%	100.0%	100.0%

**Q63b. I AM COMPENSATED FAIRLY CONSIDERING ALL OF THE PAY, INCENTIVES AND BENEFITS I  
RECEIVE \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q63b. I AM COMPENSATED FAIRLY CONSIDERING ALL OF THE PAY, INCENTIVES AND BENEFITS I RECEIVE	Agree	60.9%	76.4%	75.2%	75.4%
	Neither agree nor disagree	16.0%	8.8%	8.3%	8.7%
	Disagree	23.1%	14.8%	16.5%	15.8%
	Total	100.0%	100.0%	100.0%	100.0%

**Q63b. I AM COMPENSATED FAIRLY CONSIDERING ALL OF THE PAY, INCENTIVES  
AND BENEFITS I RECEIVE \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q63b. I AM COMPENSATED FAIRLY CONSIDERING ALL OF THE PAY, INCENTIVES AND BENEFITS I RECEIVE	Agree	75.7%	74.0%	75.4%
	Neither agree nor disagree	8.9%	7.9%	8.7%
	Disagree	15.4%	18.1%	15.8%
	Total	100.0%	100.0%	100.0%

**Q63b. I AM COMPENSATED FAIRLY CONSIDERING ALL OF THE PAY, INCENTIVES  
AND BENEFITS I RECEIVE \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q63b. I AM COMPENSATED FAIRLY CONSIDERING ALL OF THE PAY, INCENTIVES AND BENEFITS I RECEIVE	Agree	74.6%	80.6%	75.4%
	Neither agree nor disagree	9.0%	6.9%	8.7%
	Disagree	16.4%	12.6%	15.8%
Total		100.0%	100.0%	100.0%

**Q64. DO YOU PARTICIPATE IN A THRIFT SAVINGS PLAN (TSP)? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q64. DO YOU PARTICIPATE IN A THRIFT SAVINGS PLAN (TSP)?	Yes	42.6%	50.3%	59.2%	54.4%
	No	57.4%	49.4%	40.4%	45.2%
	Don't know, I have not heard about TSP		.3%	.5%	.4%
Total		100.0%	100.0%	100.0%	100.0%

**Q64. DO YOU PARTICIPATE IN A THRIFT SAVINGS PLAN (TSP)? \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q64. DO YOU PARTICIPATE IN A THRIFT SAVINGS PLAN (TSP)?	Yes	54.0%	56.3%	54.4%
	No	45.8%	42.4%	45.2%
	Don't know, I have not heard about TSP	.2%	1.3%	.4%
Total		100.0%	100.0%	100.0%

**Q64. DO YOU PARTICIPATE IN A THRIFT SAVINGS PLAN (TSP)? \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q64. DO YOU PARTICIPATE IN A THRIFT SAVINGS PLAN (TSP)?	Yes	54.1%	56.1%	54.4%
	No	45.6%	42.9%	45.2%
	Don't know, I have not heard about TSP	.3%	1.0%	.4%
Total		100.0%	100.0%	100.0%

**Q65. CONSIDERING EVERYTHING, HOW SATISFIED ARE YOU WITH THE NAVY \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		CWO	O-1 to O-3	O-4 and above	
Q65. CONSIDERING EVERYTHING, HOW SATISFIED ARE YOU WITH THE NAVY	Satisfied	81.5%	77.5%	85.5%	81.5%
	Neither satisfied nor dissatisfied	13.8%	11.1%	8.2%	9.8%
	Dissatisfied	4.7%	11.4%	6.3%	8.8%
Total		100.0%	100.0%	100.0%	100.0%

**Q65. CONSIDERING EVERYTHING, HOW SATISFIED ARE YOU WITH THE NAVY \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Q65. CONSIDERING EVERYTHING, HOW SATISFIED ARE YOU WITH THE NAVY	Satisfied	81.0%	84.1%	81.5%
	Neither satisfied nor dissatisfied	10.1%	7.8%	9.8%
	Dissatisfied	8.9%	8.1%	8.8%
Total		100.0%	100.0%	100.0%

**Q65. CONSIDERING EVERYTHING, HOW SATISFIED ARE YOU WITH THE NAVY \* Q55. GENDER Crosstabulation**

% within Q55. GENDER

		Q55. GENDER		Total
		Male	Female	
Q65. CONSIDERING EVERYTHING, HOW SATISFIED ARE YOU WITH THE NAVY	Satisfied	81.8%	79.6%	81.5%
	Neither satisfied nor dissatisfied	10.0%	8.2%	9.8%
	Dissatisfied	8.2%	12.2%	8.8%
Total		100.0%	100.0%	100.0%

## **Distribution**

**AIR UNIVERSITY LIBRARY  
ARMY MANAGEMENT STAFF COLLEGE LIBRARY  
ARMY RESEARCH INSTITUTE LIBRARY  
ARMY WAR COLLEGE LIBRARY  
CENTER FOR NAVAL ANALYSES LIBRARY  
DEFENSE TECHNICAL INFORMATION CENTER  
HUMAN RESOURCES DIRECTORATE TECHNICAL LIBRARY  
JOINT FORCES STAFF COLLEGE LIBRARY  
MARINE CORPS UNIVERSITY LIBRARIES  
NATIONAL DEFENSE UNIVERSITY LIBRARY  
NAVAL HEALTH RESEARCH CENTER WILKINS BIOMEDICAL LIBRARY  
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